





# Kinnock censures Grant for blaming police over rioting in Tottenham

By Richard Evans, Lobby Reporter

Mr Neil Kinnock and Mr Roy Hattersley yesterday publicly disowned and deplored the remarks of Mr Bernard Grant, leader of Haringey Borough Council in north London and a Labour prospective parliamentary candidate who blamed police for the Tottenham riot.

But in spite of the Labour leadership's anger, it was made clear last night that no attempt will be made to reconsider the choice of Mr Grant for the Tottenham constituency, held by Labour with a majority of more than 9,000.

Apart from blaming the police for the Tottenham riots, Mr Grant said they had received a "bloody good hiding".

Mr Hattersley condemned Mr Grant's comments. "If what I read in the paper was said by Mr Grant it would be a deplorable statement to make and I take this opportunity of dissociating the Labour Party from it totally," he said on BBC radio.

Mr Kinnock let it be known associated himself with Mr Hattersley's rebuke and added: "The distrust and tension in the community has been obvious for a very long time but there can be absolutely no acceptable reason for brutal murder."

Meanwhile demands for tougher action against rioters from the right wing of the Conservative Party are growing. Last night Mr Nicholas Winter, MP for Macclesfield, said the restoration of the death penalty was no longer an option, but was essential.

Mr Winter, who referred to the attempts to decapitate the policeman murdered in Tottenham, said the death penalty should be reintroduced for those who perpetrated such "vile and cowardly acts" and for political agitators who could be proved to have incited murderers.

"The time has come when Parliament must wake up and accept that there are those who, unless deterred by the threat of death themselves, will flout our laws, undermine our society and pour scorn on every fundamental principle of justice, decency and tolerance upon which civilisations is based," he said.

The West Indian Standing Conference, has written to Sir Kenneth Newman, the Metropolitan Police Commissioner, seeking an urgent meeting to discuss difficulties "between our community and the police".

Mr Grant yesterday challenged Mr Hattersley and Mr Leslie Curtis, the Police Federation chairman, to visit Broadwater Farm Estate, the riot scene, and said: "It is time for the warning to stop" (the Press Association reports).

On Independent Television News' *News at One*, Mr Grant expressed regret over the death of Police Constable Keith Blacklock in Sunday's violence. Remarks attributed to him suggesting that PC Blacklock might have been killed by a policeman had been taken "totally out of context".

He and two other members of the Workers Revolutionary Party admitted they had never been there before and had only been to the other places after the riot. Several young blacks wanted them out of the Youth Association building, where they were trying to sell copies of their paper, but an older woman tried to persuade them that although the WRP trio were white and outsiders, they were harmless.

Sir Kenneth Newman, the Metropolitan Police Commissioner, said earlier this week that there were anarchists and Trotskyists in the area before the riot. A police spokesman said yesterday that there were also people present at the Broadwater Farm riots who had been seen at Brixton and Handsworth. Yet, so far, the police have not arrested anyone from outside the area.

## Rates threat could lead to High Court

By Colin Hughes, Local Government Correspondent

Labour councillors in Haringey will face the High Court, under risk of receivership, surcharge and ultimate disqualification from office, if they carry out their threat to withhold rates due to the Metropolitan Police.

The 36 members of the Labour group, with one dissenter, have decided they will agree to pay the borough's next £373,342 monthly rate precept to the police only when four conditions are satisfied.

Mr Bernie Grant, Labour leader of Haringey, has called a special full council meeting for next Monday to approve the move.

The Labour group is demanding that the police release full details about the death of Mrs Cynthia Jarrett, who collapsed with a heart attack while police were raiding her home to question her son.

The group also wants assurances that neither CS gas nor plastic bullets will be stored in Haringey or used on its residents; a public inquiry into Mrs Jarrett's death and the "breakdown in police-community relations in Tottenham"; and suspension of police officers involved in the riot on her home.

Mr Derick Eacott, the borough treasurer, is banned from acting illegally and would have to attempt payment of the monthly precept instalment (if the council decides to withhold it).

Mr Gordon-Brown would then need to strip Mr Eacott of responsibility for the payment, taking it into their own hands. The Metropolitan Police Receiver, Mr Alec Gordon-Brown, would then obtain a mandatory order for the levy.

If Haringey still refused to pay, Mr Gordon-Brown could go to the High Court for an order of mandamus which, if not complied with, would leave the councillors in contempt. The court could then send in receivers for the interest on the unpaid amount.

## Boy aged 14 accused of having bomb

A boy aged 14 from Hackney, east London, accused of possessing a petrol bomb with intent to endanger life during the Tottenham rioting, was refused bail by a Tottenham juvenile court yesterday.

Mrs A. M. Lennox, the magistrate, ordered that the black youth be placed in the care of Hackney council until his next appearance in a week's time.

The boy was charged after consultations with the Director of Public Prosecutions. An adult charged with a similar offence could be sentenced to life imprisonment.

The boy was on bail, accused of burglary, when the alleged offence was committed. His mother accompanied him during his court appearance yesterday.

Police objected to bail. Commitment to the Central Criminal Court for trial is expected in three weeks.

A community worker was among 14 people appearing at Camberwell Magistrates' Court today on charges arising from the Brixton disturbances at the end of last month. One man was accused of having an ice pick as an offensive weapon.

Anselm Samuel, aged 46, the community worker, of Cecil Park, Hornsey, north London, was accused of wilfully obstructing a police superintendent in Raiton Road on September 28.

The accused, nine of whom were unemployed, were remanded on unconditional bail to reappear on various dates.



Mrs Cherry Groce, whose shooting by a police inspector sparked off the Brixton riots two weeks ago, being interviewed in hospital yesterday by Mr John Domaille, the West Yorkshire assistant chief constable, who is investigating the incident.

Mr Domaille met Mrs Groce for the first time, after her lawyer warned that she would bring a private prosecution against the officer involved in the shooting if he is not charged after the inquiry.

Mr Paul Boateng, who is also chairman of the GLC's police committee, said Mrs Groce wanted a London jury to decide the culpability of Inspector Douglas Lovelock, aged 42, who is under suspension from the force.

## Far left exerts little influence in riot areas

By Richard Dowden and Rupert Morris

"I was in Toxteth, Handsworth, Brixton," said the fierce young Irishman from Mullingar under his arm. He also said he had once been in the IRA, but he was finding it hard going on the Broadwater Farm Estate in Tottenham yesterday.

He and two other members of the Workers Revolutionary Party admitted they had never been there before and had only been to the other places after the riot. Several young blacks wanted them out of the Youth Association building, where they were trying to sell copies of their paper, but an older woman tried to persuade them that although the WRP trio were white and outsiders, they were harmless.

Sir Kenneth Newman, the Metropolitan Police Commissioner, said earlier this week that there were anarchists and Trotskyists in the area before the riot. A police spokesman said yesterday that there were also people present at the Broadwater Farm riots who had been seen at Brixton and Handsworth. Yet, so far, the police have not arrested anyone from outside the area.

Young black people on the estate who admit their part in Sunday's riot and are even proud of it, angrily deny any outside influence. Unlike Brixton, everyone knows everyone else there and strangers are instantly identifiable.

Mr David Evans, a Central Committee member of the small Trotskyist Revolutionary Communist League, said bluntly: "There is a lot of distrust of leftist groups in places like Brixton. They tend to only turn up when there has been trouble. You will notice that none of the leftist papers have any inside stories about those situations. They just are not there."

His is one of the groups which have not condemned the riots. Most of the other multifarious leftist groups, including the Workers Revolutionary Party and Militant have explicitly condemned rioting, saying it is against working class interests.

Mr Narendras Makani, Labour chairman of the finance committee of Haringey Council, said that the Labour Party had such a good record on fighting racism that there was no room for other groups to exploit disaffected young blacks in the area. Mr Brian Salinger, a Conservative member of the council, said: "The far left do not need to hold meetings; the Council does it for them. The far left have infiltrated the Labour Party in this area."

Of the established Marxist or Trotskyist far left groups, only the Revolutionary Communist Party and the Spartacist League seem likely to have played any significant part in the recent riots in Handsworth, Brixton and Tottenham.

The Revolutionary Communist Party is a coherent organization publishing a weekly newspaper, *The Next Step*, and which has spawned Workers Against Racism, a body which attracts wider support. Its members were identified by police at a meeting of the Community Police Consultative Committee in Brixton last week, and recently in Tottenham.

The RCP disclaims any responsibility for the riots, and does not specifically incite violence. Yet it calls itself a "fighting organization", defending "the right of black people to fight back against the police".

## Rebel pit union to present pay claim

By David Felton  
Labour Correspondent

Leaders of the breakaway Nottinghamshire miners are formally to present their pay claim to the National Coal Board on Tuesday, the same day mining unions are expecting to be told by management that there will be no national pay deal this year.

Nottinghamshire leaders are tomorrow due to have the latest in a series of unofficial meetings with the board to discuss a pay claim based on a flat-rate increase linked to the introduction of a shorter working week and longer holidays.

The talks are part of the quickening campaign on the ballot due on Friday next week when Nottinghamshire miners vote on leaving the National Union of Mineworkers and joining a Union of Democratic Mineworkers. A new element entered the campaign with the delivery to some miners' homes of a circular from the NUM's Sheffield headquarters warning that the board would "relentlessly" pursue a closure programme in the area.

The circular argued that, as the area would not be immune from closures, miners ought to retain their membership of the NUM. Mr David Prendergast, the NUM's area president, accused the NUM of "scare tactics".

A meeting yesterday of the area executive heard optimistic local reports that the new union would get backing in the ballot.

The unions nationally are asking for a substantial pay rise with shorter hours and longer holidays. The unions met the board in London yesterday and set out new proposals to break the deadlock on the composition of a proposed appeals body to consider disputed pit closures.

Details of the new proposals, thought to have been drawn up by the pit deputies' union Nacods, were not revealed.

## Lawyer charged with deception

Kenneth Emmanuel, aged 38, a solicitor of Headstone Lane, Harrow, north-west London, appeared before Bow Street magistrates yesterday on two charges of obtaining a total of £37,000 by deception from Andre Kreidl last July.

Ali Hammond, aged 27, of Park Lane, Mayfair, was charged with stealing £166,000 and obtaining £37,000, and his cousin Kassim Hammond, aged 29, of the same address, with attempting to obtain £203,000 by deception and obtaining £3,000 by deception from the Standard Chartered Bank. Mr Emmanuel and Mr Ali Hammond were remanded until November 6, Mr Hammond in custody. Mr Emmanuel on £5,000 bail. Mr Kassim Hammond was remanded in custody until October 16.

Letters, page 15

## Kinnock to give science a boost

By John Winder

A Labour government would almost certainly include a separate cabinet portfolio for science and technology, Mr Neil Kinnock, the opposition leader, said in a speech to the Science Policy Foundation in London last night.

He said the Labour Party must consider a Cabinet minister with vision to speak for those areas. A minister with a chief scientific adviser and an appropriate staff would first provide visibility for science policy at cabinet level.

At present, Sir Keith Joseph is Secretary of State for Education and Science, while technology comes under the Department of Trade and Industry.

Mr Kinnock said the new minister would control the most vulnerable part of the science budget, the science vote, which funded research councils and academic research.

Mr Kinnock added that Britain's future lay in modern workshops, with plentiful resources prudently used. "Our long-term performance in research and development has been extremely poor compared with every major (Organization for Economic Co-operation and Development) country except Switzerland and the USA and the situation is getting worse."

## Hopes rise for printing plant

Hopes of rescuing the Thomson Withy Grove printing plant in Manchester rose yesterday with the removal of one of the stumbling blocks to an agreement.

Earlier this month Mr Robert Maxwell, the publisher, blamed an electrician's pay rise for the collapse of his attempt to buy the plant. But after talks yesterday with the electricians' union, he said the rise was no longer a factor in the dispute between his company, BNPC, and Thomson Withy Grove.

## Union wins oil rig recognition

The technicians' union ASTMS has secured recognition rights for some workers on five Shell and Esso offshore rigs after ballots.

The industry has been seen as a bastion of private enterprise where unions have not been welcome.

The Times overseas selling prices: Australia \$22.00; Canada \$22.00; Europe £12.00; Hong Kong \$22.00; India \$22.00; Japan \$22.00; New Zealand \$22.00; Singapore \$22.00; South Africa \$22.00; USA \$22.00; Yugoslavia \$22.00.

## Industry's tribute to Duffy

By David Felton  
Labour Correspondent

Both sides of industry came together yesterday to pay their last respects to Mr Terence Duffy, president of the Amalgamated Union of Engineering Workers (AUEW), who died last week after a long illness.

The Roman Catholic church of St Mary and St John, Snowhill, in Wolverhampton was packed by more than 500 mourners at the funeral of Mr Duffy, who took over the leadership of Britain's second biggest union in 1978.

Those present included Mr Roy Hattersley, shadow Chancellor and Mr John Prescott, Opposition employment spokesman, representing the Labour Party, as well as Sir Michael Edwards, the former chairman of BL, who met regularly with Mr Duffy during the company's restructuring. The funeral was attended by all the most senior members of the TUC general council across a broad political spectrum.

Mr Herman Rabbah, secretary-general of the International Metal Workers' Federation, of which the AUEW is a leading member, told the congregation: "He was straight, he was direct, and he was sincere. He spoke the same language to his members as he spoke to the management. He was a son of the working class who never forgot his roots."

## Vauxhall peace talks today

Vauxhall management meet union representatives today over a dispute which yesterday halted car production for the third day running at Luton and brought the Bedford van plant to a standstill.

At Austin Rover, the company said that next month it would shut down 14 factories for a week and lay off 27,000 workers because they are building too many cars.

## Scilly isle to export rubbish

The Isles of Scilly council has decided to ship household refuse to the mainland rather than deposit a famous beauty area on St Mary's, the largest island.

Residents face a 6 per cent rates rise to cover the cost of shipping the rubbish to a Cornwall county council dump, after the existing tip threatened to pollute the island's water supply.

## 200 heads vote for 'graffiti' strike

From Peter Davenport, Manchester

Head teachers at more than two hundred schools in Manchester yesterday voted for strike action in the dispute over the boys who wrote obscene graffiti.

The teachers all belong to the National Association of Head Teachers and it is the first time members of that organization have voted for a stoppage.

"It is an indication of just how very concerned our members are about the implications of this dispute, not only for schools in Manchester but elsewhere," Mr Des Murphy, the association's general secretary in Manchester, said.

Of the head teachers balloted, 85 per cent voted for strike action and most of those said that it should take place for more than one day.

The head teachers' vote is the latest development after the expulsion of five teenage boys from Poundswick High School, Wythenshawe, for writing on walls slogans, many of them obscene, referring to teachers and their wives.

The decision of the headmaster, backed by the board of governors, to expel the boys was overturned by the city's education committee. Teachers refused to take classes including the five and more than a dozen were sent home. More walked out in sympathy.

Sir Keith Joseph, Secretary of State for Education and Science, wrote yesterday to Mrs Nicky Harrison, leader of the local authority employers in the teachers' pay dispute, about his small but important concession on lunchtime supervision costs in schools (Our Education Correspondent writes).

The concession, which came in Sir Keith's speech yesterday to the Conservative Party conference in Blackpool, involves detaching about £40 million from the £1.25 billion package for restructuring teachers' salaries so that local authorities can pay supervisors to look after children in school at lunchtime.

In his letter to Mrs Harrison Sir Keith said he would like to discuss the subject with her next Wednesday.

## Universities forced to cut courses and sell buildings

By Ronald Faux

Scottish universities under pressure to cut costs to keep within the Government's reduced grant levels, are being forced to take emergency measures in their efforts to maintain a broad academic programme.

St Andrews in Fife has drawn up proposals to close the university's music department and archaeology museum and to sell its botanic gardens, the cuts at St Andrews could mean the loss of 35 academic posts and 40 support staff.

Aberdeen University plans to sell five of its properties to raise £500,000 needed to refurbish and maintain other buildings.

At Strathclyde University in Glasgow the authorities are looking at ways to meet their share of the £12 million project to renovate the Royal College out in illegal loans to miners during the coal strike.

The Labour-controlled council voted its full support for Mr Edwards and said he had acted reasonably, believing that his action in granting loans to more than 1,000 single or childless miners was authorized by law.



Mai Ly (above), a refugee from Vietnam who five years ago escaped in a boat from Saigon, arriving in Oxford yesterday where she has won a place at St Hugh's college to read physics.

When she arrived in Britain she could speak no foreign languages. Now she is fluent in English, Spanish and French. She went to school at Eastleigh, Hampshire, where she gained eight O levels, and three A levels.

Mai Ly yesterday thanked everyone who had helped her and added: "The British are the most wonderful people in the world. Thank you so much for giving me a future."

## Rapid ministerial job changes 'crazy'

By Rodney Cowton, Defence Correspondent

The rapid turnover of government ministers in key appointments was criticized yesterday by Sir Frank Cooper, former Permanent Secretary to the Ministry of Defence.

Discussing the formation of defence policy and the allocation of resources at a meeting at the Royal United Services Institute for Defence Studies, he recalled that Mr Michael Heseltine was the twenty-first Secretary of State for Defence since 1945. Mr Norman Lamont was the fourth minister in charge of defence procurement in six-and-a-half years. Senior serving officers and senior civilians also moved far too frequently.

In any other field it would be a sure and certain road to bankruptcy. "It is a crazy system and it ought to be changed, but nobody as far as I can see is going to change it because it is a politically inconvenient thing to do," Sir Frank said.

Defence was a long-term business but it took place, at least in Britain, within a short-term financial environment. Governments also worked within the horizon of the date of the next general election, a horizon which was continuously diminishing.

There was a real need for Britain to have adequate machinery to look at its security in the fullest sense, and he suggested that in the formulation of defence policy there was a "hole at the centre of government". He advocated that a national security council be set up with a properly qualified military and civilian secretariat or planning staff.

The primary task of such a council would be to set a conceptual framework and look at Britain's overall security priorities and abilities to afford them.

Successive British governments had not had much liking for defence policies because they were long term and tended to cause political embarrassment. He had very severe doubts whether Britain or other European countries had been making sufficient contribution to the Western strategic debate.



**It's a micro.**

**It's a telex.**

Connect your micro (or even word-processor/electronic typewriter) to your telephone via a modem and with an EasyLink subscription you have a telex machine.

You can send messages to, and receive messages from, any telex subscriber in the world. And because you aren't using special telex lines or expensive conventional equipment, you're saving a fortune.

The advantages of EasyLink don't stop there, either.

Find out more by cutting the coupon today or phone 01-928 9001 or FREEPHONE EASYLINK (Dial 100) to receive a brochure.

---

To: Cable and Wireless EasyLink Ltd,  
FREEPOST LONDON SE1 0YU.  
Please tell me more about EasyLink.

Name \_\_\_\_\_

Position \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Telephone \_\_\_\_\_

**CABLE & WIRELESS  
EASYLINK**

هكزامن النجف







Commentary

Geoffrey Smith

One of the most difficult problems that the Government will face between now and the general election is what to do about the rates. Ministers have created an expectation for reform that some people want passionately but which is almost certain to prove electorally unpopular.

There was, therefore, more than usual significance in Mr Kenneth Baker's first speech to the conference as Secretary of State for the Environment.

He struck a decidedly cautious note on the domestic rating system. The weaknesses of the present arrangements were explained once again, but this time he also indicated the difficulties in finding an acceptable replacement.

There has never been any prospect of having a new system of local government finance in operation before the next election. The most that would ever have been feasible would have been to pass the legislation through parliament before the election in time for it to come into effect immediately afterwards. But even that is not on the cards now.

Baker's caution is prudent

The most that can be expected is that a Bill may be produced, though not presented for parliament's approval, before the nation goes to the polls. Certainly the Government appears to feel itself under an obligation to give a reasonably full indication of its intentions before the country votes, but not to do more than that.

Some people will regard this as sheer timidity, a failure of nerve that will diminish the momentum of a radical administration.

I take a different view. As with Mr Norman Fowler's silent hint the day before that the Government will not after all be rushing the phase out of Serps (the state earnings related pension scheme), I consider this an exercise of political prudence.

Governments are under no obligation in the run-up to a general election to take unpopular measures that are not immediately necessary in the national interest. Timing is everything in politics, and this Government has missed the right political time for reaching reform in this parliament.

Rating reform came back to the top of the political agenda because of a future overvaluation in Scotland. This reactivated Mrs Thatcher's earlier attachment to reform.

But there has been no recent signs of dangerous discontent with the rating system in the rest of Britain.

Political calculation would suggest that the Government should, if it is feasible, go ahead with reform in Scotland, where there does appear to be serious pressure for change, but do so as little as possible in England and Wales.

There is no constitutional reason why Scotland should not be treated differently. There is already a degree of industrial derailing in Scotland that is not a practice in England and Wales.

The Secretary of State had powers to restrict the expenditure of local authorities in Scotland before rate capping was introduced south of the border. There is no point in having the power to legislate separately for Scotland and then being afraid to use it when there is good cause.

But in England and Wales the Conservatives are more likely to lose the votes of those who would suffer, or who think they would suffer, from a change than they are to win the support of those who would benefit.

Tories more likely to lose on rates

Detailed proposals for a complicated new system that could not be put into effect until after the election would present the opposition parties with an excellent opportunity for scare stories.

There is a dilemma here, however, between what would be electorally advantageous and what would be constitutionally proper. If the Government is determined that there must be reform then it would be in the best electoral interest of the Conservatives to confine themselves to a covering reference in the manifesto.

But the correct constitutional practice would be to give the electorate as much information as possible before the votes are cast. Mr Baker did not commit himself yesterday, but that would point to the possibility before the election of a Bill that would be presented to the next parliament.

Lawson puts faith in tax cuts, lower inflation

The rate of inflation was about 6 per cent and coming down fast, Mr Nigel Lawson told the Conservative Party conference in Blackpool yesterday. But he expected it to be close to 5 per cent by the end of this year and below 4 per cent next year.

The Chancellor of the Exchequer declared that although the Government had cut the basic and higher rates of tax, he was determined to do much more. Ordinary people still paid too much tax.

In the next parliament the Government proposed to reform income tax. Proposals, set out in a Green Paper, would enable them to do far more to deal with the unemployment and poverty traps which damaged incentives for those on low incomes. They would also remove the discrimination against married women.

"But if we want lower taxes, we have to keep firm control of government spending," he said. There was no shortcut to a fall in unemployment. They would combat the scourge of unemployment by continuing to bring about a freer, more flexible and more enterprising economy. That was the only way and that was why it remained of the first importance to reduce further the burden of income tax and encourage the formation and growth of new businesses where so many jobs of the future would be.

By sticking firm to the course, they could look forward to lower inflation, more new jobs, higher living standards for all people, and further reductions in income tax. The state should take no more in taxation than it needed. Excessive income tax was bad for incentives, bad for enterprise and bad for jobs.

Mr Lawson, replying to the economic debate, said the official figures on unemployment "may well exaggerate the true picture, certainly in the South-east".

"The fact remains that too many people cannot find a job and we all want to see unemployment come down. And it will come down." (A few shouts of "when".)

He said that he expected the numbers in work to go on rising. "So far this has not been reflected in lower numbers on the unemployment register. Although over the past six months the number of adult men on the register has not risen at all."

Foremost among the causes of unemployment was the behaviour of the trade unions, he claimed. Countless jobs had been lost because union leaders had refused to adapt to change, demanded excessive pay or called strikes. "The threat from that quarter has now been contained because we have given the unions back to their members."

At the last election no one would

have believed a claim that the numbers in work would have risen far more than in the rest of the Common Market put together; that investment in new plant and machinery would rise dramatically and that economic growth would be the highest in Europe.

To have said this would be achieved despite the ravages of a 12-month coal strike which the Government won and during which the lights did not flicker, would have stretched credulity to breaking point. Success against inflation could not be taken for granted. They remembered too well the appalling consequences of inflation under Labour.

Under the Government, for the first time for a generation, the saver enjoyed a real return on savings and so long as the Government remained in power they would never return to the cruel and divisive fraud of inflation.

He pleaded guilty to the charge that there had been cuts. They had cut the contribution to the EEC budget, cut handouts to nationalized industries, cut council house building because most people wanted to buy their own

home, and had cut bureaucracy and waste.

These savings had enabled the Government to spend more on the health service, the police, capital spending on roads and on schools.

Not only was the proportion of national wealth taken and spent by the Government steadily diminishing, but they were engaged in a massive programme for privatization. One fifth of what was the state-owned sector of industry when they took office was in the free enterprise sector. By the end of the parliament that would have risen to two-fifths.

They had created a nation of home owners. Now they were in the process of creating a nation of share owners. Attitudes had changed dramatically. The old "them and us" divisions were breaking down. They had recruited a new army of people determined to save and invest for their good and the good of their children.

Any fool could promise better social services - most of them did. Any fool could dream of dream and build castles in the air. But only a strong economy could build hospitals and schools on the ground. "This Government has not only the heart to hope but the cash to care."

The Government and people had brought Britain from the relegation zone in economic growth up with the

league leaders. They had changed it from a nation governed by the trade unions to a nation governed by the democratically-elected government. At every stage they had had to listen to the siren song of those who wanted them to sacrifice the long-term health and prosperity to the quick short term popularity of spending money they had not got to buy jobs that would not last.

For the first time for a generation we have broken out of the financial prison of spending and borrowing and inflating and devaluing, of freeze and squeeze and stop and go crisis. We have a country that is sound and strong," Mr Lawson said.

Many speakers expressed concern about unemployment. Mr David Grayson, Sheffield, Brightside, said that many Conservatives feared that unless it was reduced they would not win the next election.

Mr Richard Fuller, chairman of the Young Conservatives, was cheered when he called for "something a little more courageous, something a little less drab than not a penny more not a penny less".

Mr Michael Chaplin, Norwich South, asked the Government not to listen to the siren voices calling for measures to be taken which would be inflationary in effect if not in intention.

Leading article, page 15

CONFERENCE NOTEBOOK

Mr Michael Heseltine is a thoughtful man: a photographer's delight. It is well known that he has hair which, in these nonsexist days, he is ready to acknowledge as his crowning glory.

At a strategic moment in his reply to the debate on defence a lock strayed over his right eye. It must have irritated him as much as a fly landing on those well-endowed eyebrows. But he did not raise a hand to brush it away. He waited. He waited while the photographers focused their zoom lenses and then when they seemed at the ready, he whisked away the lovely lock. The camera whirled and whirled in unison, just like a military salute.

It was easy enough to be sidetracked by all this because his speech was offering nothing new; just the usual plausible defence of Trident, and justification of its cost which had worried one or two speakers from the floor; and the usual attack on other parties and their attitudes to defence which culminated in an extreme view of what would happen if the unions were let loose in the Armed Services.

Such a tea-break orientated shower, would bring Britain to its knees. It would succeed where Napoleon failed and would do what Hitler never did. The audience of Dad's Army watchers were much amused. They rose and awarded him a standing ovation. He'd made them feel cosy and secure and he'd presented well, hair and all.

Delegates had dared to disagree with one another about the best way to help the unemployed. Disharmony is an unusual sound at a Tory conference, and even though it had been expected, one speaker was so choked with emotion at the effrontery of those who questioned the Lawson approach that he seized up. It was a poignant moment.

Dissident voices did not rattle Lawson

Such dissident voices did not rattle Lawson who calmly told the audience that he was on course and that nothing was going to change.

There are no short cuts, a variation on Tina, is not the costiest of messages for delegates, of course, but it was the only one they were getting.

The one man who deserved an ovation but who did not get one was David Mellor. He made a speech which was by far the meekest to date, full of detailed new and draconian measures for tackling the drug problem.

It is the wretched presentation problem again. Mellor had sated them with statistics and more good things they could take in, they did not have a press handout to help them along, and he had not wanted a single moment bashing anyone - other than drug traffickers and pusher and money launderers.

And then there is the hair; even with a decent cut it was not the sort to turn heads or set cameras whirling.

Linda Christmas

Unemployment must be tackled, says Clarke

It would be foolish to suggest that within the pool of unemployed there were many unwilling, idle people who would not leap at the chance of a job if they could get one. Mr Kenneth Clarke, Paymaster-General and chief Commons spokesman on employment, told a Bow Group fringe-meeting in Blackpool.

A pattern of criminality and violence was breeding out in cities in various parts of the country, but unemployment was not the cause, he said. Nevertheless, it did not help to provide a solution to the social problems or to minimize that violence. Unemployment meant it was important to tackle it.

It would be foolish of the Government to commit itself to a particular numerical target for the reduction of unemployment and foolish of the public to look for achievements of that kind. It was not within the power of any government to have absolute control over the level of unemployment.

Many things would determine the number of people registered as unemployed which were beyond the capacity of any government to control.

Today's debates

Today's subjects for debate will include trade and industry, to which Mr Leon Brittan, Secretary of State for Trade and Industry, will reply; health (Mr Barney Hayhoe will order Mr Douglas Hurd); employment (Lord Young of Grafton); and European and foreign affairs (Sir Geoffrey Howe).

Baker attacks Kinnock and his 'empty drum'

The Government is to introduce a Bill to fix a date by which councils must set a rate. Mr Kenneth Baker, Secretary of State for the Environment, told the conference in a debate on rates.

In a warmly applauded speech in which he warned Mr Neil Kinnock that rhetoric alone would not control Militant councillors, Mr Baker also announced that the Bill to stop misuse of council money for political advertising would be brought in in the next session of Parliament.

Criticism of the rating system, particularly its impact on businesses, came from several representatives. Mr Baker indicated that alternatives and suggested changes would be set out in a consultative document this year.

It would set out the choices on the business rate, the grant system and local tax. He emphasized that he would like to see more decided locally.

The Bill fixing a date for rate setting would, he said, put an end to the political manoeuvring of some Labour councils which caused chaos this year and had hit ratepayers.

Attacking Liverpool City Council for its "deliberate policy of confrontation," Mr

Baker said Mr Derek Hatton, its deputy leader, was trying to hijack the whole system of local government finance.

Mr Hatton had set out to blackmail the Government. "He wants your money, I have news for him - he ain't going to get it." (Loud applause.)

He recalled that last week in The Times the Bishop of Liverpool and the Archbishop of Liverpool had condemned the Militants. The bishops were concerned for the bodily as well as the spiritual welfare of Liverpool people. Last week, on the streets of Toxteth, vicars and priests helped the police by pleading for calm.

"It is these brave vicars and priests who do more for the people of Liverpool than Hatton's wreckers."

If any of these councillors were charged and disqualified from office for wilful misconduct, they hoped a Labour government would indemnify them. But who would indemnify the people of Liverpool, Manchester, South-west and Hackney? His writ did not run there.

"The trouble with him is that he cannot deliver. Neil Kinnock is walking proof that the biggest drums make the loudest noise because they have got the

emptiest insides." (Loud applause.)

Local democracy was under threat from Labour extremism but he was not prepared to see it dragged down into the gutter.

Calls for urgent consideration on removing the inequalities in the rating system which the conference passed in a resolution, were led by Mr Greg White, Langbaurgh, who said the system was archaic and unfair to those such as pensioners who paid for facilities they did not use.

Mr Cyril Taylor, Ruislip, deputy leader of the opposition on the Greater London Council, advocated a residents' charge, payable by all those in work, as a supplement.

However, pointing out that there were no magic solutions, Mr Baker said some people favoured a local sales tax, but representatives should just imagine the difficulty of each London borough levying different rates of sales tax.

Rates were based on property and everyone could think of examples of how unfair they were. So ministers had been looking at ways of reducing them and supplementing them, possibly by a personal tax to widen the tax base.



Kenneth Baker: Beating the Kinnock drum.

PARTY POLICY

Let's play as a team, says Tebbit

"Let us play again as a team," Mr Norman Tebbit, chairman of the party, said when urging party members to work together to win the next election.

He was replying to a debate on party policy and public relations during which some representatives criticized the Government for failing to get its case over to the public.

Mr Tebbit said the party seemed to worry more about whether the ball went down the left wing or the right wing and not whether it went into the goal or whose goal it went into.

"We know what needs to be done. We know where the goal is. I have one ambition - to remain at the top of the first division and to put the ball in their goal."

Mr Bev Simpson, Wrexham, Spectrum, page 12

moved a motion that the conference should reject the attitude which accepted "mid-term doldrums" and instead should resolve full support for government policies and energetic campaigning.

Opponents of the party, he said, thought that, by criticizing Mrs Margaret Thatcher while being unable to put forward a credible leader, they were being clever. Conservatives would be turned away from their main task which was to unite behind the Prime Minister.

Mr Douglas Sandeman, Yeovil, said the party was behind in the opinion polls because it did not effectively explain its vision for the future. It needed to explain its appeal to the punks as well as the Sloanes.

DEFENCE

Heseltine takes on all parties

The right place to address Mr Gorbachev's proposals was in confidential negotiations. Mr Michael Heseltine, said in replying to the defence debate.

"But let us welcome that the Soviet Union has for the first time in this negotiation put forward proposals of its own."

In a hard-hitting speech in which he mocked the Alliance parties and attacked Labour under General Kinnock, the Secretary of State for Defence explained how the Government supported President Reagan's effort to negotiate a balanced and verifiable agreement that could lead to the first arms agreement that involved arms reductions.

Mr Heseltine said the Soviet Union had proposed a 50 per cent cut in nuclear charges on each side. The Americans had proposed a reduction to 5,000 warheads on each side. The two

sides appeared close but the different basis of warhead counting gave an impression that they were closer than was the case.

There remained many difficulties, including the key issue of the relationship between offensive and defensive capabilities.

Among the least defensible arguments of the one-sided disarmers was the implication that if nuclear weapons went conventional war could somehow be acceptable.

"America's Reagan once begged the Labour Party not to send a British Foreign Secretary naked into the conference chamber. In the face of chemical and nuclear armed Soviet forces, how much worse it would be to expect our British Servicemen to stand naked on the battlefield. You do not buy international peace in a bargain basement."

Why should they believe that

Young celebrates the era of entrepreneurs

By Donald Macintyre, Labour Editor

The thrust of changes in Britain's economic structure for more than a century had been harmful to enterprise and the enterprising instincts of individuals. Lord Young of Grafton said in a lecture to the Conservative Political Centre last night.

Lord Young argued that only since 1976 when the financial crisis facing the Labour government had led to the intervention of the International Monetary Fund had the process begun to be reversed. "Since then slowly and surely attitudes are changing," the Secretary of State for Employment, said.

In an unashamed celebration of the entrepreneurial spirit and the power of small firms to generate wealth and jobs, Lord Young said that thanks to developments since 1980, partly stimulated by the Government, the climate for enterprise has changed.

These developments included more than 500,000 extra self-employed people, the ascendance of job-related training, such as the technical and vocational education initiative in schools, the Youth Training Scheme, the City's more welcoming attitude to small busi-

nesses and the Government's commitment to deregulation. He argued that small entrepreneurs played a crucial role in the industrial revolution. "In about 1850, the average textile employer had only about 100 workers in his labour force."

Lord Young said that Britain's rise to world industrial prominence up to the 1850s had occurred "spontaneously". "There was no push from public spending, no drive from imported capital, there were no planners and there was precious little government. But there were the entrepreneurs."

But in a strong attack on the subsequent educational priorities of the Victorian era, Lord Young said that public schools resisted teaching science which was seen as inferior to classics. "One reason was that science was seen as having the great disadvantage of some association with vulgar industrial utility."

The stigma of utility could, alas, still be found in some quarters. Lord Young said that Oxbridge had reflected a similar set of values.

Job training, page 14

Onslaught on drug barons wins applause

Details of an important action on drugs, heard Mr Mellor explain that there would be new powers for the police activities of drug traffickers and customs to obtain information about the movement or disposal of the proceeds of drug trafficking.

A High Court judge, on application from the police or customs, would for the first time be able to make a restraint order freezing the assets of a person reasonably suspected of involvement in drug trafficking or money "laundering". His powers would extend to tainted assets transferred to third parties.

Additional prison sentences of up to 10 years in certain circumstances would be imposed on top of whatever else the offence merited to punish default in settling the confiscation fine.

Because they were dealing with international crime and many assets would be disposed of overseas, there would be power for the government to enter into reciprocal arrangements with other countries to secure the enforcement of British confiscation orders and vice versa.

Mr Brian Cooklin, Glasgow Hillhead, ced for an offensive



Mr David Mellor.

against drug abuse by means of more customs officers, more treatment centres, and financial and practical support.

Dr Bernard Jaby, Birmingham Yardley, said the drugs supply must be cut off at the point of entry.

Mr Mellor, replying to those points, indicated that arrangements were far advanced for seven more customs officers to go to posts in the Indian

subcontinent, Europe, South America and the Caribbean. He would be in Pakistan at the end of the week for talks on the heroin trade.

The Government would be spending £1 million over the next three years in support of programmes aimed at reducing the illicit production of cocaine in Colombia, Peru and Bolivia, and a further large sum on smaller projects mainly in dependent territories in the West Indies and elsewhere.

At home, about 150 more customs officers specializing in drugs would be appointed next year.

The Government had also decided that a further £6 million should be provided to guarantee funding of new local projects for services for drug misusers for three years. That would bring to nearly £20 million the resources provided by the Government over the past two years to help in developing local services.

In addition, Mr Barney Hayhoe, Minister for Health, would be announcing soon proposals for further spending on the development of local treatment and rehabilitation services.

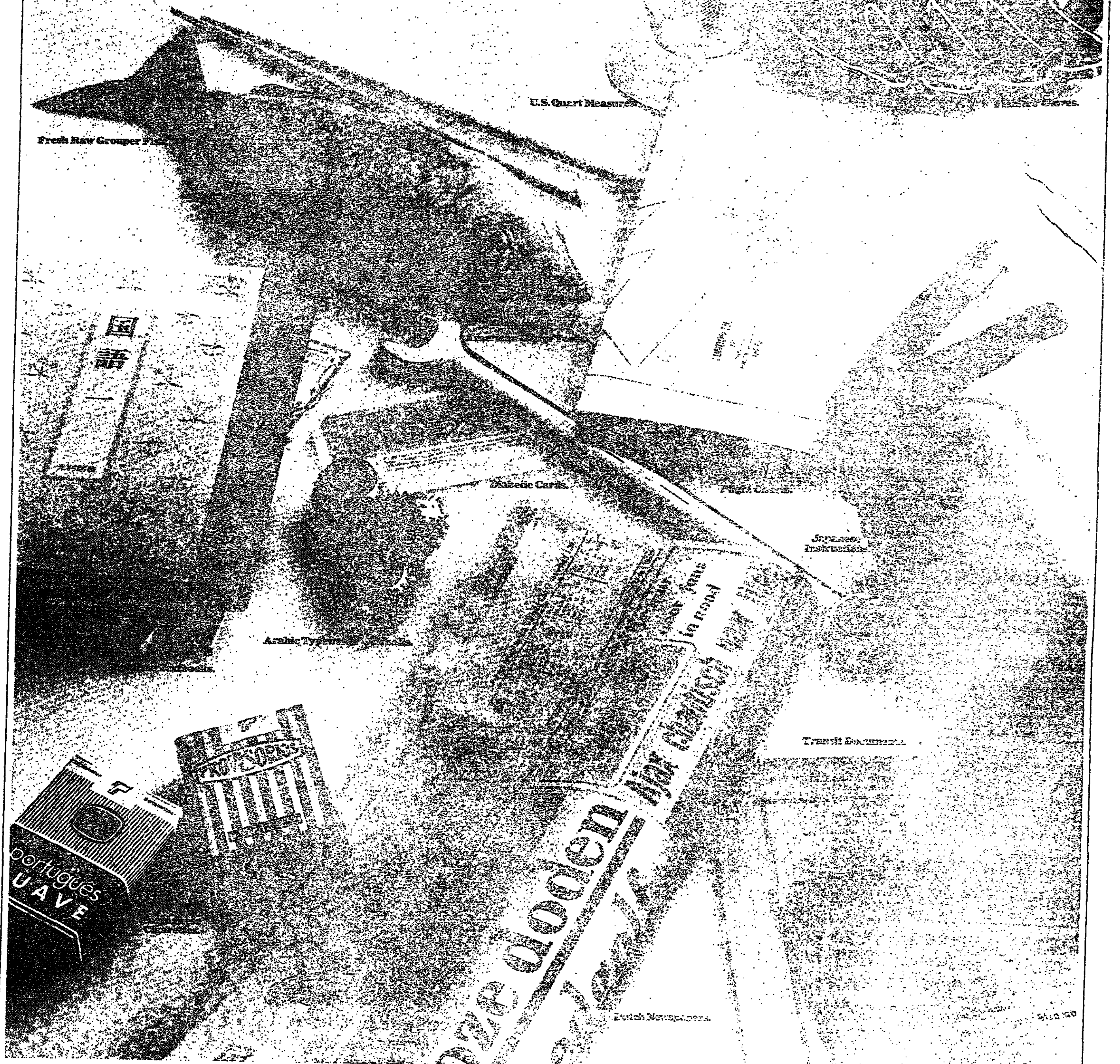
هكزامن الاصيل







# What can we offer companies moving to Wales after factories and finance?



Finding raw fish for the Japanese was the easy bit.

In our time, we've arranged private railway sidings, built helicopter landing pads.

And we even found one client his set of ultra-fine-tipped miniature painting brushes. From a factory in Shanghai.

In fact, you'd have to come up with a pretty outlandish request to defeat the WDA.

The bright new factory in Wales, the generous investment from a wealth of

different sources: they're only the start of our services.

Because whether your company is moving from Tonbridge or Tokyo, you'll still find yourself living somewhere else.

How do you choose the right schools? Or find a Pontiac service bay; an antiquarian bookbinder?

And where do you get specialised computer software, new business contacts, the latest findings in biotechnology?

You come to see the WDA regional manager. Consult our business advisory services.

Grill our technology and marketing departments. Pick the brains down at the university innovation centre.

And if this is our after-sales service, just what are we trying to sell you?

Simply a very beautiful country where both you and your company can live and grow freely.

Whether you're expanding or establishing your business, send the coupon and see what else Wales has to offer.

Name \_\_\_\_\_

Position \_\_\_\_\_

Nature of Business \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Tel. No. \_\_\_\_\_

WDA REGIONAL MANAGER, WELSH DEVELOPMENT AGENCY, 100, QUEEN'S ROAD, CARDIFF, CF1 1AA



## Re-equipped Contras go on offensive across ten Nicaraguan regions

From Alan Tomlinson, Managua

Anti-Sandinista counter-revolutionary forces, re-equipped with \$27 million in United States aid, have resumed widespread though scattered fighting throughout Nicaragua.

Fighting has been heaviest in the northern highlands of Jinotega department near the Honduran bases of the Nicaraguan Democratic Force or FDN, the biggest of five armed groups - known as the Contras - trying to overthrow the Sandinista Government.

They have launched a concentrated assault on the gold-mining towns of Sina, Bonanza and La Rosita, where the Jinotega hills slope eastward towards the savannahs of Zelaya department. The Sandinista People's Army and crack troops attached to the Ministry of the Interior said the Contras suffered 150 casualties in an abortive attempt to capture the towns.

FDN columns infiltrating from the north and south penetrated as far as central Zelaya and the department of Chontales on the eastern shore of Lake Nicaragua.

In a military communiqué issued in Honduras, the FDN claimed to have killed or wounded nearly 1,000 Army troops in 79 battles last month as well as destroying 12 Army lorries, a helicopter and a tank.

Sensational observers of the war regard such figures with scepticism.

Government accounts of the fighting, often equally unreliable, put the number of Contra dead during the latter half of last month at around 200. Neither side issues details of its own casualties.



What does emerge from the conflicting reports is that fighting is once again widely spread across 10 of the country's 16 departments after a long period earlier this year when sustained pressure by the Army had pushed most of the estimated 12,000 Contras back into camps across the Honduran and Costa Rican borders at a time when the insurgents were without direct US help.

Once the US Congress had approved a \$27 million aid package in June, reversing an

earlier decision to suspend assistance to the rebels, the FDN lost only weeks before serving notice that they were back in business, inflicting heavy damage on the towns of La Trinidad, near Esteli in the north, and Cuapa, near Juigalpa in the south.

An FDN spokesman, speaking on the telephone from the Honduran capital of Tegucigalpa, said that since those successes "we have continued to advance and consolidate our positions and to generalize the fighting".

But while the FDN appears to have regained rapidly much of the momentum it lost when US aid was suspended a year ago, the fortunes of the other main Contra group, Democratic Revolutionary Alliance, known by its Spanish acronym Arde, appears to have been unable to recover from a series of sharp reversals.

At least five of its southern bases inside Nicaraguan territory were overrun by the Sandinista Army several months ago and a strategically important airstrip built by the rebels at one of the camps fell to the Army soon after it was completed.

On the third war front, government officials say rebel Miskito Indians are respecting a ceasefire negotiated in June



East German border guards watch an excavator removing part of the Berlin Wall which is being replaced.

## Black radical taunts US Jews with 'God's ovens' gibe

From Christopher Thomas, Washington

The Rev Louis Farrakhan, the bitter new voice of black extremism, roused 24,000 blacks into a fever of anti-Jewish cheering and chanting at New York's Madison Square Garden, he said, faced "God's ovens" if they continued to oppose him. The masses roared in delight.

Mr Farrakhan has taken America by surprise. Established black leaders have no idea how to stop him. He cannot be dismissed any more as an irrelevant leader of a tiny, weird cult. This dangerous man is seizing the leadership of black America.

Monday's New York rally leaves no doubt about his popularity. His hateful message about Jews played on an ever-present tension between blacks and Jews, which is particularly acute in New York. A quarter of the city is black, and 16 per cent is Jewish.

Mr Farrakhan, a dapper former night club owner, has completed a 14-city tour of US, financed partly from a \$5 million (£3.5 million) grant from Colonel Gaddafi of Libya.

Everywhere, he has commanded crowds of 10,000 and 15,000, each paying a \$2 entry fee. But nothing compared to the mesmerizing rally in New York, neither in numbers nor

he spoke of devil rabbis, and warned Jews: "If you fool with

me you are courting death itself."

He played on the Jewish post-Holocaust cry of "never again", saying: "You can't say never again to God because when he puts you in the oven 'never again' don't mean a damn thing."

"This black boy is your best hope," he said, although Jewish enemies did not see it that way. "The seed of murder is already planted in the Jews' heart. Some people might think they are doing God a favour and seek my death."

He implied that Mayor Edward Koch of New York is a homosexual, which brought a deafening, mocking roar. Mr Koch, who denies being gay, once denounced Mr Farrakhan as "a Nazi in clerical garb". But this week the mayor remarked: "Farrakhan has more followers than Hitler."

Mr Farrakhan's message is anti-white. He demands an independent black homeland in America. In a bizarre alliance he has joined forces with a white supremacist group linked to the Ku Klux Klan because, he said, they share the same objectives - separation of black and white.

The Rev Wyatt Walker, a Baptist minister in Harlem, put the Farrakhan phenomenon thus: "Black people exist on the edge of outrage against white people. Farrakhan provides an outlet. He gives whiteness hell."

## Riot police scatter Athens taxi strikers

From Mario Modiano, Athens

Greek riot police used force early yesterday to dislodge several hundred protesting taxi owners who occupied Constitution Square and blocked traffic in central Athens for more than 12 hours.

One taxi driver was taken to hospital with head injuries after a baton charge by helmeted policemen, who received orders to disperse the strikers and their families when they began to settle in for the night at one of the capital's busiest intersections. Two strikers were arrested and charged.

The 15,000 cab owners of Athens have been keeping their taxis off the streets for four days in each of the past three weeks to press the Government for a 40 per cent fare increase. The demand follows fuel price increases imposed last month.

The Government, with a weary eye on the soaring cost of living index, but also hoping to induce Athenians to switch from taxis to the vastly improved public bus network, refuses to grant any increase until next year.

Greek taxis are the cheapest in Europe, but their drivers have the reputation of being among the world's rudest. The absence of 15,000 taxis from the city centre has not only eased driving conditions, but seems to contribute at least to the lowering of pollution levels.

## Beatrix in Madrid to bury past

From Richard Wigg, Madrid

Queen Beatrix of the Netherlands, on a state visit full of historic overtones, told the Spanish people yesterday that by joining the EEC they will "resume their legitimate place in Europe".

She was addressing MPs during a visit to symbolize, before Spain's entry in January, a reconciliation between the Dutch and Spanish peoples after centuries of hatred and bloodshed.

In more recent times, during the Franco dictatorship, the Dutch were firm in keeping Spain at arm's length from the Community.

The Queen's address looked to the future, but the high point of the visit concerned the past.

With King Juan Carlos she attended a special ceremony on Tuesday at the Escorial, the royal palace and monastery near the capital, built by Philip II and now his burial place.

It was Philip's forces which initiated 80 years of war against the Protestants that ended with the Dutch provinces gaining independence. Queen Beatrix is descended from William of Orange, who initiated the revolt against Spain.

Among the guests was Cayetana, Duchess of Alba, a descendant of the 16th-century Duke sent as governor to the Low Countries to repress the revolt with whatever force he judged necessary.

After inaugurating an "Age of Rembrandt" exhibition from The Netherlands in the Prado, the Queen cut through protocol and mingled with tourists in the museum to admire Velasquez's "The Surrender of Breda".

## Kremlin bid to deliver the goods

Moscow (AP) - The Communist Party yesterday announced an industrial programme calling for ambitious increases in the output and quality of consumer goods and services in the Soviet Union over the next 15 years.

The programme spread over three pages in the party daily *Pravda*, called for increased production of all consumer goods ranging from shoes to colour televisions, and services from cafeterias to air travel. It said the increases would be accomplished by improving the organization of industry and the technological level of Soviet factories, but gave few details on how this would be done.

Overall, the party wants production of non-food consumer items to be 1.3 times greater in 1990 than in 1985, and 1.9 times greater in the year 2000.

In 1985, it said, Soviet light industry produced consumer goods worth 85 billion roubles (about £70 billion at the official exchange rate). By the year 2000, that figure should be up to 142 billion roubles, the party said.

The party complained that the quality of everyday goods and services provided by the Soviet state was not high enough.

"The primary task of the branches of industry that are occupied with producing goods for the population is the basic improvement of the quality and assortment of articles, of their technological and aesthetic level and their reliability in operation," the party declared.

It said the party envisioned a significant increase in production to fabric

The Government and the Manpower Services Commission are pleased to announce the names of those organisations who have received a Fit for Work Award in 1985. An Award is given to those who have done most for disabled workers in the last twelve months by implementing constructive employment policies. Assessment is on an evaluation of the organisation's record and performance in accordance with six simple guidelines: Full and fair consideration of disabled people for all types of vacancy; Retention of newly disabled employees wherever possible, after rehabilitation or training if necessary; Equal opportunities for disabled workers for training,



career development and promotion. \* Modifications to equipment, the use of special aids to employment and job restructuring if needed to help the employment of disabled workers. \* Adaptation of premises where necessary. \* Close co-operation with the local jobcentre. Employers with constructive employment policies for disabled people are invited to take part in next year's Fit for Work Award Scheme. Details can be obtained from the Manager, Central Awards Unit, Manpower Services Commission, Room W1030, Moorfoot, Sheffield S1 4PQ. (Tel: Sheffield (0742) 704511) or from your local jobcentre.

## Tanker captain describes narrow escape in Gulf

Bahrain (Reuters) - The crew of a West German ship had only a couple of seconds' warning before a missile or rocket ripped into it in the Gulf on Tuesday night, the captain said yesterday.

"The mate told me he saw a green light glowing in the air, and two or three seconds later there was an explosion", Captain Arno Maasland of the 16,169-tonne Jolly Indaco said.

The container ship, on its way from North Yemen to Kuwait, was attacked near the Ras Tannurah lightship, about 50 nautical miles north-east of Bahrain and the same distance from the Iranian coast.

The crew saw no planes and did not know if their attacker was from Iran or Iraq. "I just heard this noise in the night, a big explosion", Captain Maasland said.

## Atlanta landslide gives Young second term

From Trevor Fishlock, New York

Mr Andrew Young started a second term as mayor of Atlanta, Georgia, yesterday, winning an easy election victory which endorsed his controversial leadership.

Mr Young was regarded with anxiety in the city's white business community when he first ran for mayor in 1981. His campaign then received little white business support and the voting split broadly on racial lines.

In his first term he proved his skill both as a fence-mender, improving relationships between blacks and whites, and as a business promoter. White businessmen regard him as a good leader.

He was strongly criticized by blacks for supporting a sales tax that business wanted, but which hit the poor. He argued that blacks would be helped because the tax would make Atlanta economically stronger. He told businessmen: "I will support the tax, but I expect you to support things that are important to me. Let's start talking about black employment."

Mr Young, who is 53, was an assistant to the Rev Martin Luther King during the civil rights campaigns of the 1960s. After five years as a congressman he was America's representative at the United Nations for two years during the Carter Administration.

Abbey Hill Vehicle Services  
Laura Ashley Ltd (Oswestry)  
Assembly and Automation Electronics Limited  
Barclays Bank (Local Head Office) plc, Reading  
Basildon District Council  
Geo Bassett & Co, Ltd  
Max Bernstein & Son Ltd - Light Clothing Manufacture  
Bonnella Switches Ltd  
The Boots Company plc, Airdrie  
Boris Construction Limited  
British Aerospace, Samlesbury  
British Aerospace plc - Army Weapons Division  
British Steel Corporation, Teeside Works  
Matthew Brown plc, Blackburn - Brewers  
CMT Wells Kelo Ltd - Toy manufacturer  
Cadbury Ltd, Keynsham  
Camtex Fabrics Ltd  
Compair Power Tools Ltd  
Cossor Electronics Ltd  
Courtauld Technical & Industrial Fabrics Ltd, Carlisle  
Cranfield Institute of Technology, Department of Fluid Engineering and Instrumentation  
DAKS - Stimpson Ltd  
Manufacture of Genis Clothing  
Davies Products Ltd - Toy and Hardware Importers  
Dorron Roller Ltd - Manufacture of Steel Rollers  
Duraplex Electricals Ltd  
East Kilbride District Council  
H Edgard & Sons (London) Ltd  
Ferranti plc (Scottish Group)

Footprint Tools Ltd  
Gordon Ford, Stockport - Garage  
GEC Measurements Ltd, Stafford - Electronic Equipment Manufacture  
Goodlass Wall & Co Ltd - Paint and Varnish Manufacture  
Grampian Country Chickens (Buckburn) Ltd  
Guest & Charles Ltd - Waterworks Equipment  
Hobourn Eaton Ltd - Light Engineering  
IBM United Kingdom Ltd, Greenock  
ICI plc, Mond Division - Lime Quarrying and Processing  
Irvine Development Corporation  
Kent Industrial Measurements Ltd - Instrumentation Manufacture  
Lakeland Pennine Group plc - Linen Hire/Laundry  
London Borough of Lambeth  
Lancaster City Council  
Lantor (UK) Ltd - Fabric Manufactures  
Patricia Lester Ltd - Gown Design and Manufacture  
Lion Systems Development Ltd - Data Communications Systems  
Llanelli Borough Council  
London Overseas Mail Office  
R H Lowe plc (Lama) - Leisure Wear Manufacture  
McDougalls Catering Foods Ltd  
A H McIntosh - Furniture Manufacture  
M & F Components Ltd - Motor Accessories  
ML Engineering (Plymouth) Ltd - Railway Signalling Equipment  
Manganese Bronze Ltd - Precision Engineering

Marconi Secure Radio Systems Ltd, Dunfermline  
Marconi Underwater Systems Ltd, South Wirral - Weapon Systems  
Marks & Spencer plc, Church Street, Liverpool  
Albert Marston & Co Ltd - Building Hardware Manufacture  
J & G Meakin, Member of the Wedgwood Group - Creative Tableware Manufacture  
Metal Box Engineering, a Division of Metal Box plc  
Monklands District Council  
NEI Mining Equipment Ltd, Reyrolle Belmo  
The Nestlé Company Ltd, Stranraer  
Newman's Footwear Ltd  
North Western Electricity Board  
Oldham Batteries  
Oldham Head Post Office  
Oldham Metropolitan Borough Council  
Oxam (GEC) Ltd, Oldham  
Plessey (Telecommunications), Liverpool  
H W Poole & Son Ltd - Surgical Footwear and Appliance Makers  
Power Equipment Ltd - Sound Proofing Engineers  
Preformed Line Products (Great Britain) Ltd - Communications Engineers  
Prestwick Circuits Limited - Printing Circuit Boards Manufacture  
Provincial Insurance plc, Kendal  
Prudential Assurance Co Ltd, Reading  
Queen of Scots Knitwear  
Quinton Hazell (Automotive) Ltd - Car Component Manufacture  
RHP Bearings Ltd, Blackburn  
RHP Industrial, Newark - Industrial Bearing Manufacture

William Reed Weaving Ltd - Nylon and Ribbon Manufactures  
Relyon Ltd - Bedding, Furniture and Foam Manufacture  
Rolls-Royce Limited, Leavesden  
Rowntree Mackintosh plc (York) - Chocolate and Confectionery  
Signode plc - Tensional Steel Manufacture  
J W Singer & Son Ltd - Brass Components Manufacture  
Sintacel Ltd - Scientific Equipment  
John Smedley Ltd - Spinners and Hosiery Manufacture  
Smith Bros (Whitehaven) Ltd - Paper Conversion  
Smiths Industries Aerospace & Defence Systems Co, Cheltenham Division  
G Stephenson (Builders & Contractors) Ltd  
Sterling Metal Limited - Founders and Castors  
Strathclyde Regional Council, Social Work Department (Cunningham Area)  
TI Interlock Limited - Industrial Clutch and Brake Manufacture  
Tuppen & Jones Ltd - Glass Design and Manufacture  
United Air Coil Ltd - Head Transfer Equipment  
Wales Gas  
James Walker & Co Ltd - Seal & Gasket Manufacture  
Wear Valley District Council  
County Council of West Midlands  
George M Whitley Limited - Metal Foil Packaging  
Wood Wot Knots Ltd - Wood Products

Manpower Services Commission MSC



## The Beirut kidnappings

## Muslim group pleads for release of Soviet envoys held in Lebanon

From Our Correspondent, Beirut

A Muslim fundamentalist group yesterday appealed for the release of three Soviet diplomats kidnapped in Beirut last month, but the call came amid a new spate of sectarian abductions in the Lebanese capital.

On Tuesday, gunmen released two British women held hostage in Beirut for 13 days. Miss Hazel Moss, aged 42, from Derby, and Miss Amanda Magrath, aged 28, from Portsmouth, told reporters they did not know who had kidnapped them.

Yesterday's appeal was made by the spokesman of the pro-Islamic Hezbollah or "Party of God", Shaikh Muhammad al-Amin, who said "suspicious organs" trying to put the blame on Islamic groups were behind the kidnapping of the Soviet diplomats.

"We hope all will cooperate in bringing about the safe and prompt release of the Soviet hostages now that the crisis of Tripoli has been resolved," Shaikh al-Amin said in a statement published by Lebanese newspapers.

A previously unknown group calling itself the Islamic Liberation Organization admitted

responsibility for kidnapping four Soviet diplomats in Beirut on September 30. The group said the Soviet Embassy press attaché, Mr Oleg Spirin, Commercial attaché, Mr Valery Mirikov, and the embassy doctor, Dr Nikolai Sversky, were shot dead and his body found in West Beirut last week.

The kidnappers had demanded Soviet pressure on Syria, its main Middle East ally, to end the 19-day siege on the Lebanese city of Tripoli by leftist, pro-Syrian militias fighting Sunni Muslim fundamentalists of the Tawheed, or unification movement.

Meanwhile, police said gunmen briefly kidnapped five Christian Lebanese journalists, the wife of one of them and their Muslim driver after they crossed into the city's mostly Muslim Western sector going to work at the independent French language *L'Orient-Le Jour* daily.

Police said they were freed unharmed four hours later after direct intervention by Mr Nabih Berri, Lebanon's Justice Minister and leader of the Shia Muslim Amal militia.

They were the latest victims of the current round of sectarian abductions. More than 70 other people have been abducted on both sides of Beirut's dividing green line in the last three months.

MOSCOW: The Soviet Union is continuing its unusually frank coverage of efforts to save the three kidnapped Soviet Embassy employees. Breaking with tight-lipped tradition, the Kremlin has printed daily reminders of the kidnapping and subsequent killing of Mr Katkov.

In two separate reports from Lebanon, TASS carried local condemnations of the attack and calls for efforts to locate the missing Soviets. "The wave of indignation with this crime which swept Lebanon is a manifestation of the true attitude of the Lebanese people to the great Soviet friend," said a statement from the Lebanese Communist Party carried by TASS.

The Soviet public has still not been told the identities of the three men still held. "The Russians are treating it seriously, there is a steady media coverage, but at the same time it is not front page news," said a western diplomat.

Behind the scenes diplomatic preparations for the superpower summit next month are thought to include a trade-off of Russian recognition of Israel for America lifting its veto on Soviet participation in an international conference.

Israel is particularly anxious to normalize relations because it believes this will make it much easier for Soviet Jews to be granted exit visas.

Although it seems unlikely that Mr Peres went to Paris last weekend, the Israeli Ambassador to France, Mr Ovadia Ofer, was an official guest at the state banquet for the Soviet leader and there were no Russian objections to his presence.

Did Mr Shimon Peres, the Israeli Prime Minister, fly to Paris for a secret meeting last Friday night with Mr Mikhail Gorbachev, the Soviet leader?

The Prime Minister's spokesman in Jerusalem yesterday categorically denied the story, but intriguingly refused to say where Mr Peres was at the time.

This has given life to the rumour, reported in yesterday's edition of the weekly new magazine *Koteret Rushtit*, that the two men met in the margin of the Paris summit to plan a reconciliation between their two countries.

The Soviet Union has no diplomatic relations with Israel. In consequence, Israel has refused to have anything to do with the idea of King Hussein of Jordan of an international

## Geldof finds famine on retreat in Mali

From Paul Valley, Bamako, Mali

The famine in Mali is over, for this year at least. Bob Geldof, chairman of the British and American Live Aid Trust fund, seemed surprised but happy to hear as much on the first full day of his tour of the drought-stricken countries of sub-Saharan Africa.

In a series of meetings with Government officials, and representatives of leading international donors and voluntary agencies in Bamako, Mr Geldof was told that people were no longer starving to death here.

There are now said to be adequate levels of food aid in the country and a more or less normal harvest is being predicted. Indeed some experts are concerned that the amounts available might ruin the market for locally grown grain, especially as a lack of rain in the past three weeks may mean that the crops which flourished in the good rains in July and August could now form impoverished grain kernels.

"I expected things to be far worse," Mr Geldof said on Tuesday. But now that the emergency stuff is over there being the hard slog of putting the place back on its feet.

More than one million of Mali's seven million inhabitants were severely affected by the famine which was the culmination of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The main residual problem is with the 150,000 destitute nomads who are still encamped far south of their usual homelands. Most lost 80 per cent of their livestock; many lost their entire holding. Though the drought has broken now, many, according to aid workers, will refuse to return until there have been two or three years of good rains to restore their land.

From Paul Valley, Bamako, Mali

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

## Ethiopia resettling hunger victims

Ethiopia has again begun to move famine victims from the north to new collectivised farms and heavily guarded camps in the south, according to relief workers in Addis Ababa (Paul Valley writes).

In the past three weeks the controversial resettlement scheme has been restarted after a hiatus of almost six months which began with the announcement by the Ethiopian leader, Colonel Mengistu, that the programme had been completed, with 500,000 peasants resettled.

The news coincides with the publication of two reports on

the resettlement. The first, by Survival International, a conservation group led by the explorer, Robin Hanbury-Tenison, which is concerned with the protection of the rights of threatened tribal peoples, accuses the Dergue of callous behaviour. The second, by Cultural Survival Inc, an independent human rights organization whose staff includes several Harvard professors, claims that more people have died in the resettlement camps than in the refugee camps to which Ethiopian refugees fled in Sudan.

The British report, which has been presented to the Human Rights Committee of the United Nations, speaks of families broken up, people moved at gunpoint, crammed into aircraft like sardines so that children were crushed to death, only to find on arrival in the south that there was neither food nor adequate preparation for their arrival.

Addis Ababa has denounced the Survival International report as politically motivated and claimed that it was "acting as an instrument of bandits and terrorists."

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.

The resettlement of 17 years of drought here. Most are now eating what, by Africa's meagre standards, would be described as adequately.



The Achille Lauro hijack ordeal is over for these British women, four of the six Britons among the ship's crew: Carina Tubby and Michelle Gillen (above) and Louise Barr and Victoria Jayne Gooch (below). "Our prayers have been answered," Miss Gooch's father Reg said last night.



mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

The Israeli Navy has succeeded in catching two yachts being used to bring in Palestinian land borders very difficult to pierce. Palestinian militants have recently been concentrating on trying to get into the country by sea to

But the fact that only four hijackers were involved has strengthened the view that they were really planning to slip ashore at Ashdod. With Israel's land borders very difficult to pierce, Palestinian militants have recently been concentrating on trying to get into the country by sea to

mount their commando operations. The PLF in the past have often attempted the unorthodox. They have tried to send in men using balloons and motorized hang gliders.

## Falklands anger at talks with Alfonsín

The newly elected Falkland Islands Legislative Council has begun its term of office with a strongly worded statement objecting to recent contacts between President Alfonsín of Argentina and British opposition leaders (Alan Hamilton writes).

Both Mr Neil Kinnock and Mr David Steel had separate talks with the President during his recent tour of the European capitals. In its statement, the Council said the Labour and Liberal leaders "gave no thought to the wishes, interests or rights of the Falkland Islands".

## Grenada delay

St George's, Grenada (Reuters) - The Grenadian High Court has postponed until next year the trial of 19 government and military leaders for the murder of the former Prime Minister, Maurice Bishop. Judge James Patterson said a successor must first be appointed for Chief Justice Archibald Nedd, who retires at the end of the year.

## Student battle

Dhaka (Reuters) - Four students were killed and at least 50 injured in a clash between pro-government and anti-government groups armed with spears and hockey sticks at a polytechnic institute here.

## 'Rambo' banned

Harare (AP) - Two American-produced films, *Rambo - First Blood* and the comedy thriller *Goathead*, have been banned from cinemas here by the Government after protests by the Soviet and East German embassies, cinema owners said.

## Heart surgery for Peggy Lee



New Orleans (AFP) - The singer Peggy Lee, aged 65, was in satisfactory condition yesterday after a four-hour double-bypass heart operation. She was expected to spend a week to 10 days in the Touris infirmary here.

## Beef go-ahead

Harare (AFP) - The EEC has authorized Zimbabwe to begin exporting beef to its members, which could earn Zimbabwe some £30 million per year.

## Medici dies

Rio de Janeiro, Brazil (AP) - Emilio Garrastazu Medici, the hardline right-wing military president of Brazil from 1969 to 1974, has died in hospital at the age of 79 from "kidney, respiratory and circulatory failure".

## Off the tracks

Hanover (Reuters) - A man who threw himself in front of a speeding train, in an apparent suicide attempt, and was then run over by a second locomotive minutes later, escaped with only minor injuries, police said here. He landed between the rails and missed the wheels of both trains.

## Red-handed

Hong Kong (Reuters) - Police hunted a bank robber who was foiled by a novel security device - a bundle of banknotes which exploded in a cloud of red dye after being detonated by remote control.

## Aids leave

Berne (AP) - Swiss men carrying the AIDS virus will be exempt from military duty until it is decided whether they are physically capable of serving, the Defence Ministry said.

## Free-market plea from Singapore

From Michael Binyon, Washington

Mr Lee Kuan Yew, the Prime Minister of Singapore, yesterday made a strong appeal to a joint session of the US Congress not to pass protectionist legislation, saying it would be catastrophic for world trade.

"A replay of the depression of the 1930s which led to World War Two will be ruinous for all," he said. "All the major powers in the West share the responsibility for not repeating this mistake. But America's is the primary responsibility, for she is the anchor economy of the free-market economies of the world. In your hands, therefore, lies the future of the world."

Mr Lee said putting up barriers to America's markets would halt the economic advancement of the free-market-oriented developing countries. It would send a signal that the model provided by the countries of East and South-East Asia was no longer an available option.

His appeal came after President Reagan had praised Singapore's free market policies and "dazzling" economic success. Mr Reagan said he stood "shoulder to shoulder" with Mr Lee against trade barriers.

Welcoming the Singapore leader to the White House at the start of his three-day visit on Tuesday, Mr Reagan gave a strong warning to Congress not to enact protectionist legislation.

Pointing out that Singapore was one of the most open trading markets on the planet, with more than 400 US firms based there, he said a principal US foreign-policy objective was to protect and expand free trade by opening markets now closed or unfairly regulated.

In a dinner speech at the White House later, Mr Lee accused Congress of yielding to pessimism in moving towards protectionist legislation, and he praised Mr Reagan for resisting it. "You have not yielded to such despair," he said. "You will astound your critics yet again when your turn this spell of apparent adversity to advantage by opening up foreign markets and creating new jobs for Americans."

## Worried Dutch to quit Unifil force

From Robert Schull, Amsterdam

The Netherlands is withdrawing its Unifil contingent from South Lebanon when the current United Nations Security Council mandate for the peace-keeping force ends on October 19.

The Dutch Government feels that increasing risks to its 150-man contingent, mostly volunteer conscripts, are no longer acceptable, because the peace-keeping force cannot fulfil its mandate, which was to supervise withdrawal of Israeli forces from South Lebanon and restore the authority of the central Lebanese Government.

But, according to The Hague, Unifil is operating in a "political vacuum". The Dutch think that a Unifil-type peace-keeping operation has only been successful within the framework of a political and diplomatic peace process such as the multinational force in the Sinai, which operates under the terms of the Camp David Agreement.

When the Unifil Operation

started in 1979, the Dutch participated with an 800-man battalion. The Dutch presence in South Lebanon was reduced to its present company strength after the Israeli invasion of Lebanon in 1982.

In all, 8,500 Dutch soldiers served in Lebanon.

The current composition of Unifil is:

Infantry	
Fiji	826
Finland	500
France	610
Ghana	571
Ireland	338
Nepal	866
Netherlands	182
Norway	647

HQ

Ghana 138 |

Ireland 91 |

Logistics

France 770 |

Italy 244 |

Norway 150 |

Sweden 150 |

Total 5,822 |

One of a series of nine coins produced by the Royal Mint to celebrate the Queen's Caribbean tour











## A First Class Airline must always bend over backwards to keep its nose in front.



Lufthansa takes pride in being the world's favourite First Class Airline. No other airline carries as many first-class passengers.

Of course, this is also due to the fact that Lufthansa is one of the few airlines that offer First Class on all flights within Europe.

And we're not about to change our policy, because we're bending over backwards to keep our nose in front.



# Lufthansa

the great  
weight.









## BOOKS II

## A Hitch in time comes out fine

John Russell Taylor

THE LAST DAYS OF ALFRED HITCHCOCK  
By David Freeman  
Pavilion/Michael Joseph, £12.95

David Freeman knew Hitchcock little, late, and not, to put it kindly, at his best. That tends to be the way with "last days" stories. Freeman was called to revise a script written by Hitchcock's old collaborator Ernest Lehman; Hitch had been almost completely satisfied by that, but chafing at delays to the start of shooting he had, as was his wont, begun to doubt and dismantle in his mind the structure so carefully arrived at. Probably by the time Universal sent him Freeman he was already realizing that the film would never be made, but he went on doggedly working as though it would, through a haze of constant pain, an impossible situation at home.

Like everyone else who came in contact with him, Freeman was fascinated by the man and the monument, at 79 the last giant of the silent cinema still working. He realized from the start that it was too late to get personally close to his employer, but, as a good journalist, he kept a diary of his meetings, and proves an acute and on the whole sympathetic observer. Sometimes his journalistic instinct seems to win over his memory: he paints a vivid picture of panic in the office when Hitch finally accepted defeat, closed down the picture and dissolved his company, but unfortunately places it when he was dropped in to congratulate the master on his knighthood, blandly ignoring the fact that the shut-down occurred in May 1979 and the knighthood came in the New Year's Honours for 1980. His records of Hitchcock dicta seem accurate enough, and some of them, when encroaching sensuality has relaxed the controls of a lifetime and let some of the sad sexual fantasies run free, are very revealing.

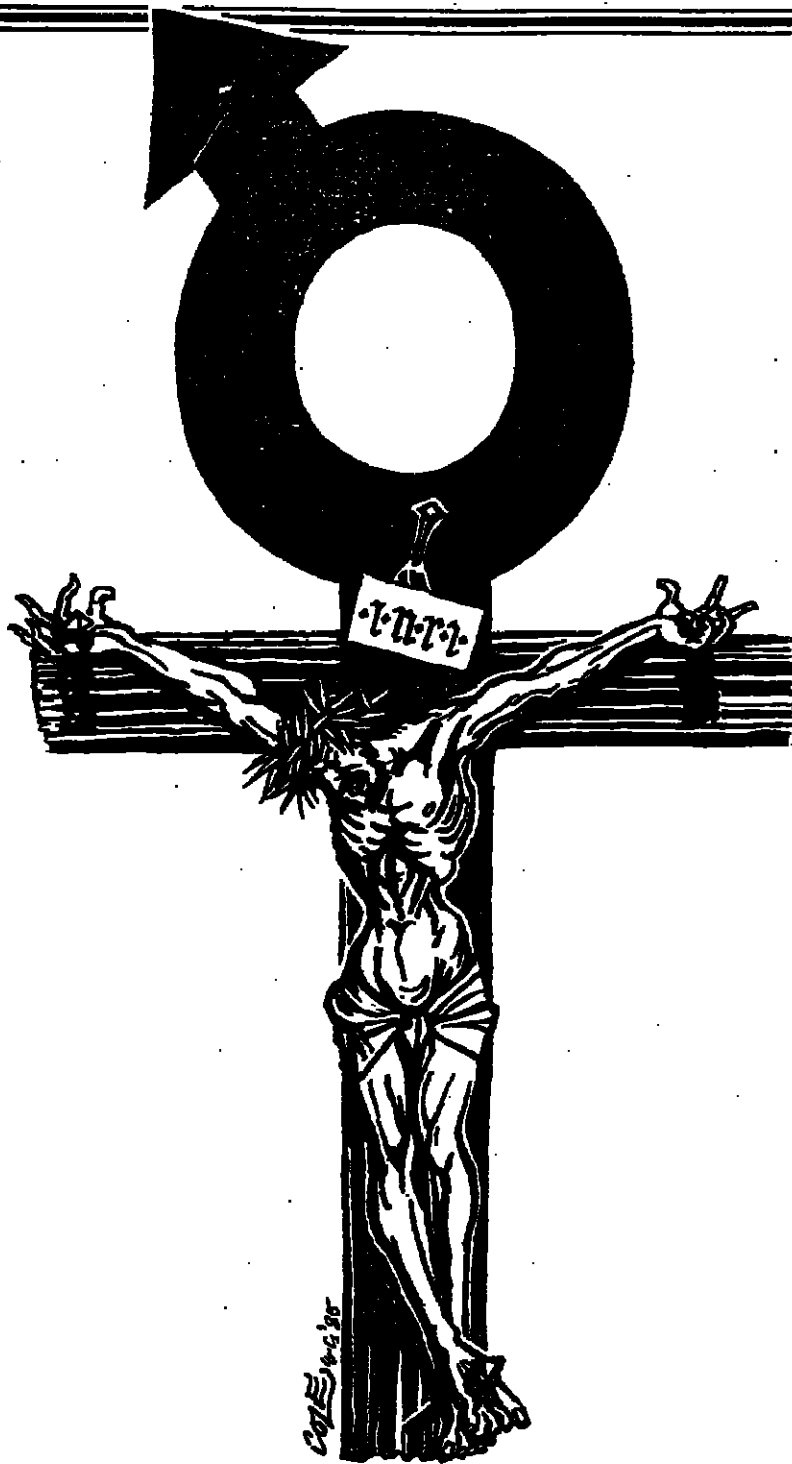
## The latest word of God from man

James Fenton on the revision of the good book in modern idiom to pacify the feminists

THE NEW JERUSALEM BIBLE  
Darton, Longman & Todd, £25

apparent case of saying yes and no to God was all about. It is needed in order to cover, for instance, the whole range of Mosaic Law which is definitely to be taken as coming from God, but definitely to be ignored where its advice conflicts with that of the Pope. On the one hand it is not morally wrong, on the other hand the Church does not agree with it. For instance it was clearly God's idea that priests should marry and that their wives should give birth to more priests. Celibacy is unthinkable procreation a duty, for the priest as for any man. The Catholic muddle on this point was simply not envisaged. The Pentateuch makes sense, where the Church does not, because its values are utterly consistent. What matters is the survival of the tribe.

In order to survive, it must be large enough to kill its enemies. In order to ensure enough babies, precautions had to be taken. Babies came from seed which the men possessed, and they were strictly enjoined not to waste the seed. The sin of Onan, for which he was killed by God, sounds as if it was *coitus interruptus* rather than masturbation. The wickedness of it lay in the fact that Onan was deliberately not giving his wife a child. The ban on sodomy was similarly functional. Sod was extremely precious and was not to be wasted in such a way. It is noticeable that the folklore of the Bible (rather than the Mosaic Law proper) commends girls who, in pursuit of the unquestionably justified goal of having babies, were prepared on occasions to break the incest taboos.



Lot's daughters were quite right when they plied their father with wine on successive nights. They had worked out that they had no other chance of finding a man to continue the tribe.

As long as the fortunes of the tribe or nation are considered paramount, the Bible makes sense. For instance, the prohibition on killing can be

The difficulties with the interpretation of the Bible come when it is assumed to be universally applicable. Then we get the absurd case of a Church preaching procreation to all the tribes of the world (which, as any Jew could have foreseen, was bound to cause trouble). Then we get the idea (preached but not acted upon) that the prohibition on killing is universal. And before long we get celibate Jesuits burning Chinese *sojourners* to death - which seems crazy.

And now we get an Ampleforth Monk, Dom Henry Wansborough, going through the Bible to see if he can neutralize sexist language. The advertised example of this goes: "Let anyone who is thirsty come to me!" which replaces, "If any man is thirsty, let him come to me!" It seems a modest enough ambition, perhaps, to go for an "inclusive" language, but why should this ambition be held by a monk at a boys' public school, a somewhat non-inclusive institution? And why should it be promoted by a Church that opposes the ministry of women? This is hard to understand.

Much clearer is the set of values portrayed in the Old Testament, where women know exactly where they stand. A betrothed virgin who is raped in the city will be stoned to death, because she could have cried out for help. But if she is raped in the country, she will not be stoned to death. This is a clear position. When the men of Gibeon wanted to gang-rape a visiting male Levite his host offered them his virgin daughter instead (as had happened in Sodom). When the "scoundrels" (to use the Ampleforth word) showed no interest in the virgin, the Levite sent out his concubine, who was then raped to death. The Levite then cut up his concubine and sent pieces of her throughout the land, calling on Israel to avenge the crime. The Benjaminites, who protected the men of Gibeon, were then massacred wholesale; and the Israelites put a curse on any man who gave them a wife. But after this massacre, the Israelites realized that they now had a very weak tribe on their hands. So they had to find some women for the Benjaminites. They solved the problem first by slaughtering the inhabitants of Jabesh - all except the virgins. But there weren't enough virgins to go round all the remaining Benjaminites. So the Israelites told the Benjaminites that they could rape the women of Shiloh, which they proceeded to do. They knew that they needed women, in much the same way as they needed cattle. They needed them for breeding. They were a part of the wealth, the power, the future of the tribe.

## Silliness in the Balkans

Noble Frankland

TITO'S FLAWED LEGACY  
By Nora Beloff  
Gollancz, £12.95

Nora Beloff has digested a wide range of material for her account of Yugoslavia since the German invasion of 1941, and she has presented it with an agreeable fluency, the book is informative, as none can doubt that what happened in Yugoslavia was significant in the course of the war and, since that, has become more so in its influence upon international affairs. The book is also an important one. Its thesis is that Tito's patriots were not the major factor in liberating the country from German occupation; that they were not necessarily the best force of resistance available; and that their main achievements were a reign of terror during the war and a brutal police state thereafter. The assertion is that Churchill was hoodwinked into believing in Tito both as an effective resistance leader and as a politically acceptable national leader largely as a result of misleading advice from Brigadier Fitzroy Maclean and Captain, as Nora Beloff rather oddly describes him throughout the war, William Deakin. British and American supplies for Tito, she believes, tipped the scales in his favour, not the war against Hitler, but in the civil war against Mihailovic. Such, the authoress believes, were the flaws in Tito's legacy, and therefore also the errors of judgement by Churchill, Roosevelt, and Truman, as well as by their successors in later years.

In the narrow context of Yugoslavia itself, there is, no doubt, something in this, even if one's imagination does have to be stretched to visualize a regime embroiled with the principles of British justice in that part of Europe. In the wider context of the Second World War and international relations since, the argument is less convincing. A fundamental strategy of the war was the fighting contribution of Russia, and in all the theatres of war the allies had to capitalize on such resistance to Hitler as was available. Both these considerations tended to place obstacles in the way of the sort of peace settlement for which the western allies would have wished.

Nora Beloff admits that Tito led the most effective resistance movement of the war. It is therefore absurd, as she does, to criticize Sir William Deakin for having advised Churchill in that sense. Also Deakin was a British officer whose duty, like Churchill's, was to serve the British war effort as best he could; and the British war effort was primarily concerned, not with the establishment of a liberal democracy in Yugoslavia, but with the preservation of one in Great Britain. In any case the Realpolitik of supporting Tito has produced strikingly beneficial results for the West about which Nora Beloff is rather grudging.

## Jumbo Levin follows the Leader

Peter Jones

HANNIBAL'S FOOTSTEPS  
By Bernard Levin  
Cape, £10.95

One does not have to applaud the causes Bernard Levin espouses or the somewhat self-indulgent tone in which he addresses himself to them to acknowledge that, as an exponent of the noble art of rhetoric, he is without peer amongst contemporary journalists. He loves an argument, debates, like Protogoras, with equal facility on either side, and wields a pen like a scalpel, or sledgehammer, or feather-duster, or velvet glove, according to need. *Le style, c'est l'homme même*. With such credentials, who could be a more amusing or provocative cicerone on a journey from the Rhone across the Alps towards Turin, following Hannibal's legendary elephantine dash of 218BC into Italy? Furthermore, with what must have been a superhuman effort of self-control, Mr Levin treats us to a stomach-churning description of only one Rabelaisian repast, and the Rhine-maidens scarcely get a note in edgeways.

All is set fair for a merry romp. But something goes wrong, and the truth spills out in the Epilogue. Far from being an account of a free mind, left to poke and pry as inquisitively and idiosyncratically as it usually does, *Hannibal's Footsteps* turns out to be the book of a forthcoming TV series, *quid plura dicam?* It is well-known that the telly has the Midas touch in reverse - everything it touches turns to dross - and even Mr Levin is largely helpless under the stupefying incubus of its priorities.

The point is that the unexpected is the essence of a really successful travel book, but camera-crews and schedules are the perfect prophylactic against this indispensable ingredient. Consequently, the book consists of reflections rather than experi-

ences, and many of these seem rather contrived, the associations with what has "happened" being forced and unnatural. The only uncalculated experiences Mr Levin seems to have had are a meeting with a man who throws an epileptic fit (this is revealed in a footnote) and the discovery of a bag full of puppies tossed off a bridge to drown but left by accident hooked (and screaming) on a girder under it. With considerable remorse, Mr Levin passes on.

Schedules must, I suppose, be kept to. When Mr Levin meets someone that even the telly

thinks is interesting, e.g. the old party who insists that the existing bridge at Arles is not the famous Van Gogh bridge, the problem is not pursued, but left as a question. A Levin unencumbered by cameras would have spent a week pursuing the issue on the spot, and great fun it would have been too. Most disappointing of all, though Mr Levin refers to Hannibal's route *pari passu* with his own, he never engages in serious argument over the whole point of the journey, i.e. what route did Hannibal actually take? Historians have sent him as far north as Lausanne, as far south as Monte Viso. Even our ancient sources argue the matter fiercely. True, one should make the march with at least 37 elephants to win any sort of credence, but this is a problem to which a sharp-eyed iconoclast like Mr Levin could well make a contribution, and the combination of literary source and visual evidence would make marvellous television. But no: the pictures in the book tend to be of Mr Levin in hat and thick mist on the top of a mountain. So poor old Hannibal, Mr Levin's school-boy hero, is worth nothing more than a TV entertainment. Juvenal was right.

I remain convinced that the priorities of the geniuses with the 18in mentalities have flawed what promised to be a marvellous travelogue. For now and again the Old Levin breaks through. His brief excursion on fishing, the visit to the nougat factory in Montellimar, the breakfast in a hotel room from which no door led to a kitchen anywhere, the discussion of the effects of altitude, all made me laugh out loud; and Mr Levin is both amusing and moving on the French and their strong sense of patriotism. These moments leave me hungry for what might have been. *The Odyssey* next, Mr Levin, please? But without the one-eyed monster.

## The master of gentle diffidence

J. W. Lambert

BLESSINGS IN DISGUISE  
By Alec Guinness  
Hamish Hamilton, £9.95

into the ancillary line of "entertainment".

Bad luck, perhaps, that on becoming an officer he was sent to landing craft, but bringing his unwieldy craft across the Atlantic, then criss-crossing the Mediterranean and the Adriatic, was indeed hazardous (and one does not need to have been an actor to understand what he means when he says that the best performance he ever gave was as an R.N.V.R. officer).

A pre-war folly of his own, a stage adaptation of *Great Expectations*, led directly to his warm and delicate Herbert Pocket in David Lean's splendid film of the book; and the rest is history.

Or almost; for in the course of shaping his remarkable self out of unpromising beginnings and the fleeting impersonations of an actor's life, affairs of the spirit understandably and fruitfully troubled him. Early encouraged to abominate Popery, in the Church of England "I arose from under the hands of the Bishop of Leves a confirmed atheist". Not a comfortable one.

He investigated the Quakers, Moral Re-orientation, Buddhism, and the Tao. All no good.

His road to the Roman Catholic faith is charted with worldly precision. Its spiritual gift he keeps to himself. Even that has not relieved him of strange manifestations and nightmares.

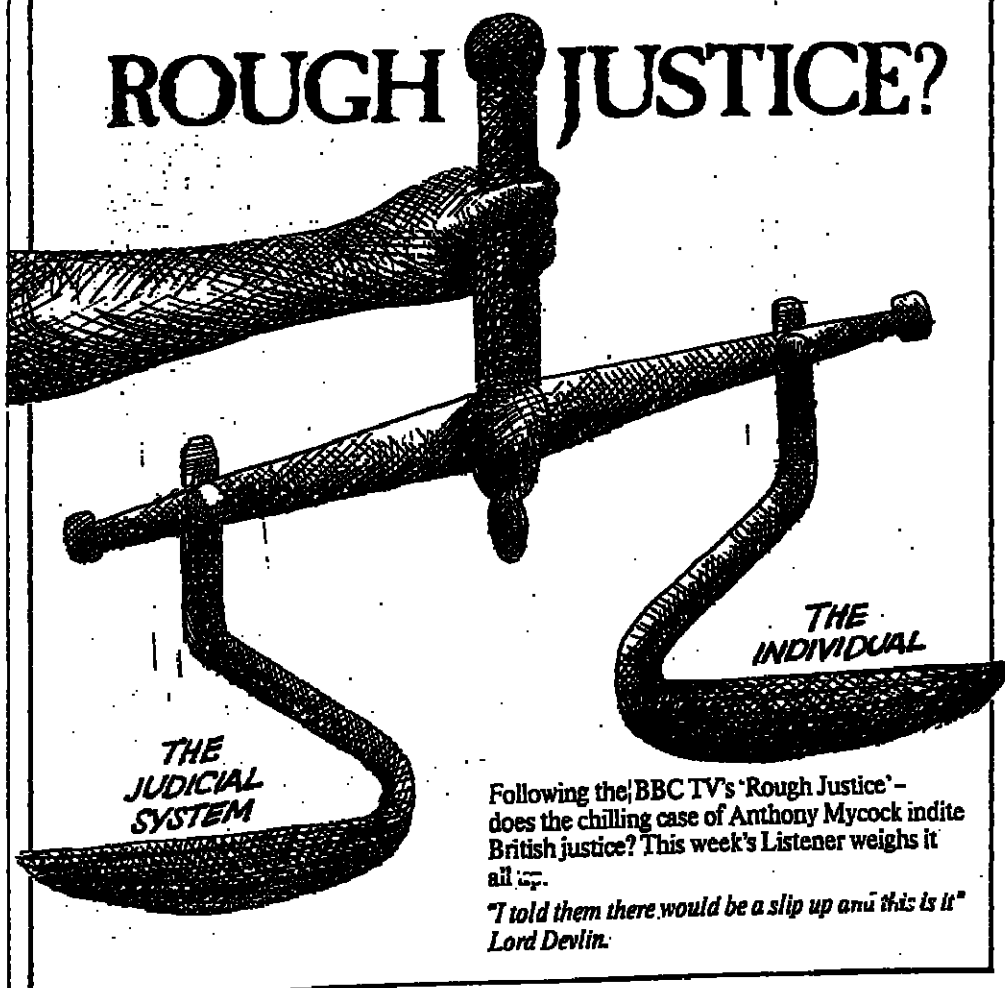
No wonder, perhaps, that the inner serenity which his faith and his marriage have given him, nightmares or no nightmares, should, at least to the outsider, have seemed to produce in his acting a sense of a man with a built-in halo, a look, whether in an Alan Bennett play or in a John le Carré creepie on television, of an ineffable, not to say patronising, something. I wish he would once again let us glimpse the affectionate generosity of Herbert Pocket, or the gleeful terror of the little man who visibly shrank into an armchair in Feydeau's *Hotel Paradiso*, or those years ago, with both, I'm sure, on the strength of this delightful book, he can still empathize as affectionately as ever.

REGINALD HILL  
NO MAN'S LAND

A Novel

Britain declared war on Germany on August 4th 1914. The British Army killed its first German soldier on August 22nd. Seventeen days later on September 8th, the British Army killed its first British soldier, a nineteen-year-old private condemned for desertion. Thereafter it continued to condemn them to death at the rate of sixty per month and execute them at the rate of six per month. Some months were better than others.

£9.95

OUT TODAY:  
ROUGH JUSTICE?

## THE LISTENER

there's more in it than you hear

70p Every Thursday

A BBC Publication

## A LOVE AFFAIR WITH NATURE

A Personal View of British Art

Edwin Mullins

Stunningly beautiful book of the new six part Channel 4 TV series.

240 x 210mm, 160pp, 120 illustrations, 60 in colour  
0 7148 2402 5 £14.95

PHAIDON PRESS

CHANNEL 4 TV SERIES

MARGARET THATCHER.  
WOULD YOU KISS HER GOODBYE?

Read Charles Moore's article on Margaret Thatcher then decide. Plus views on other controversial issues by major writers of our time.

TIME &amp; TIDE MAGAZINE.

AUTUMN EDITION. OUT NOW. £1.50. AT YOUR NEWSAGENT.









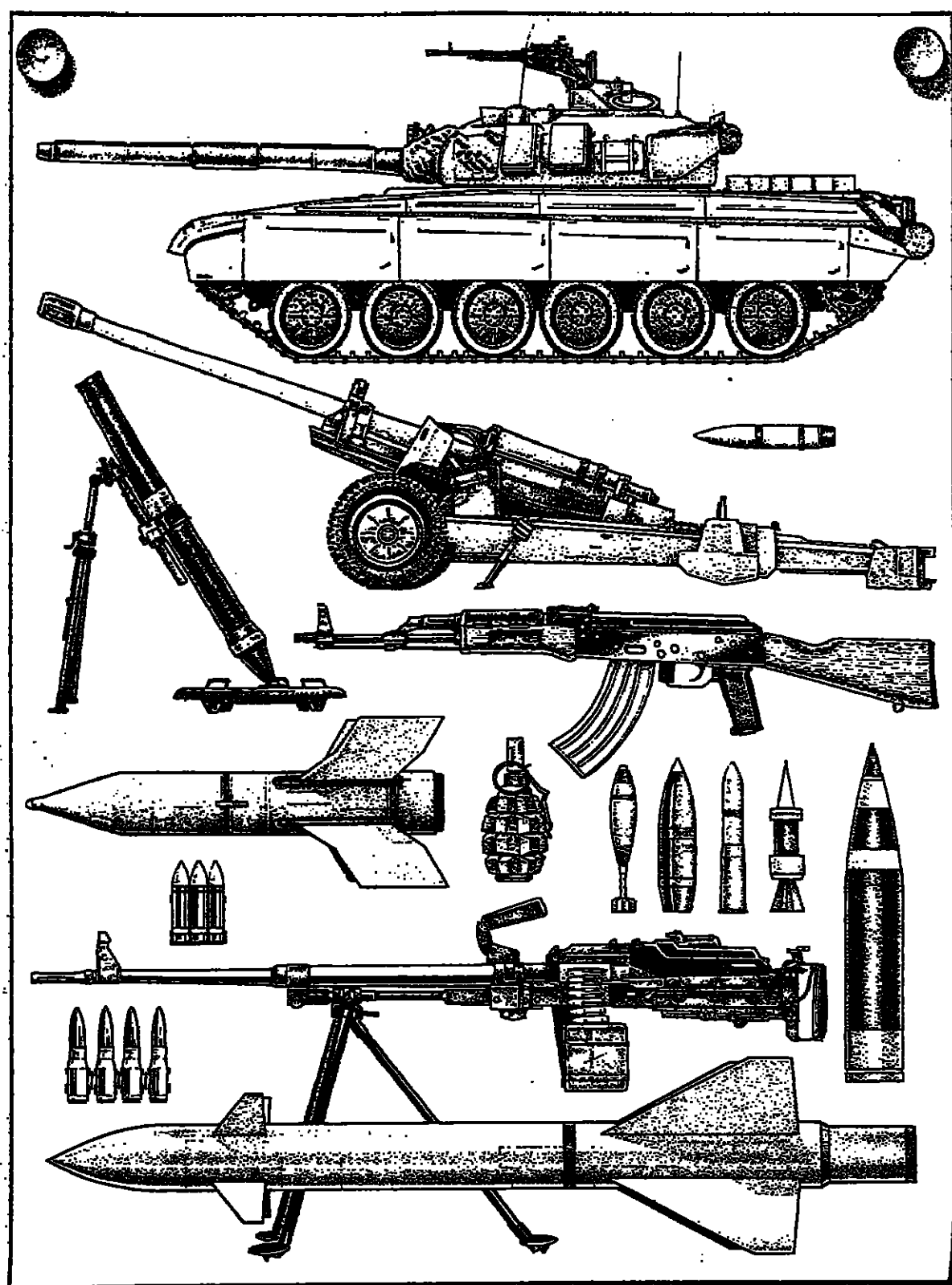







 The Springer logo, which consists of a stylized chess knight (horse) facing right, positioned to the left of the word "SPRINGER" in a bold, sans-serif font.

# WARSAW PACT



# ROYAL ORDNANCE

*Defence systems, sub-systems and components*



THE TIMES  
Portfolio

From your Portfolio card check your eight share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page. If it matches you have won outright or a share of the total daily prize money stated. If you are a winner follow the claim procedure on the back of your card.

You must always have your card available when claiming.

No.	Company	1985 High	1985 Low	Company	1985 High	1985 Low	Company	1985 High	1985 Low
1	Standard Chart	24.5	23.5	11	11	10	11	11	10
2	11	10	9	12	12	11	13	13	12
3	13	12	11	14	14	13	15	15	14
4	15	14	13	16	16	15	17	17	16
5	17	16	15	18	18	17	19	19	18
6	19	18	17	20	20	19	21	21	20
7	21	20	19	22	22	21	23	23	22
8	23	22	21	24	24	23	25	25	24
9	25	24	23	26	26	25	27	27	26
10	27	26	25	28	28	27	29	29	28
11	29	28	27	30	30	29	31	31	30
12	31	30	29	32	32	31	33	33	32
13	33	32	31	34	34	33	35	35	34
14	35	34	33	36	36	35	37	37	36
15	37	36	35	38	38	37	39	39	38
16	39	38	37	40	40	39	41	41	40
17	41	40	39	42	42	41	43	43	42
18	43	42	41	44	44	43	45	45	44
19	45	44	43	46	46	45	47	47	46
20	47	46	45	48	48	47	49	49	48
21	49	48	47	50	50	49	51	51	50
22	51	50	49	52	52	51	53	53	52
23	53	52	51	54	54	53	55	55	54
24	55	54	53	56	56	55	57	57	56
25	57	56	55	58	58	57	59	59	58
26	59	58	57	60	60	59	61	61	60
27	61	60	59	62	62	61	63	63	62
28	63	62	61	64	64	63	65	65	64
29	65	64	63	66	66	65	67	67	66
30	67	66	65	68	68	67	69	69	68
31	69	68	67	70	70	69	71	71	70
32	71	70	69	72	72	71	73	73	72
33	73	72	71	74	74	73	75	75	74
34	75	74	73	76	76	75	77	77	76
35	77	76	75	78	78	77	79	79	78
36	79	78	77	80	80	79	81	81	80
37	81	80	79	82	82	81	83	83	82
38	83	82	81	84	84	83	85	85	84
39	85	84	83	86	86	85	87	87	86
40	87	86	85	88	88	87	89	89	88

Weekly Dividend  
Please make a note of your daily totals for the weekly dividend of £30.00 in Saturday's newspaper.

MON	TUE	WED	THU	FRI	SAT	SUN

Company	1985 High	1985 Low	Company	1985 High	1985 Low
1	1	0	11	11	10
2	2	1	12	12	11
3	3	2	13	13	12
4	4	3	14	14	13
5	5	4	15	15	14
6	6	5	16	16	15
7	7	6	17	17	16
8	8	7	18	18	17
9	9	8	19	19	18
10	10	9	20	20	19
11	11	10	21	21	20
12	12	11	22	22	21
13	13	12	23	23	22
14	14	13	24	24	23
15	15	14	25	25	24
16	16	15	26	26	25
17	17	16	27	27	26
18	18	17	28	28	27
19	19	18	29	29	28
20	20	19	30	30	29
21	21	20	31	31	30
22	22	21	32	32	31
23	23	22	33	33	32
24	24	23	34	34	33
25	25	24	35	35	34
26	26	25	36	36	35
27	27	26	37	37	36
28	28	27	38	38	37
29	29	28	39	39	38
30	30	29	40	40	39
31	31	30	41	41	40
32	32	31	42	42	41
33	33	32	43	43	42
34	34	33	44	44	43
35	35	34	45	45	44
36	36	35	46	46	45
37	37	36	47	47	46
38	38	37	48	48	47
39	39	38	49	49	48
40	40	39	50	50	49

Company	1985 High	1985 Low	Company	1985 High	1985 Low
1	1	0	11	11	10
2	2	1	12	12	11
3	3	2	13	13	12
4	4	3	14	14	13
5	5	4	15	15	14
6	6	5	16	16	15
7	7	6	17	17	16
8	8	7	18	18	17
9	9	8	19	19	18
10	10	9	20	20	19
11	11	10	21	21	20
12	12	11	22	22	21
13	13	12	23	23	22
14	14	13	24	24	23
15	15	14	25	25	24
16	16	15	26	26	25
17	17	16	27	27	26
18	18	17	28	28	27
19	19	18	29	29	28
20	20	19	30	30	29
21	21	20	31	31	30
22	22	21	32	32	31
23	23	22	33	33	32
24	24	23	34	34	33
25	25	24	35	35	34
26	26	25	36	36	35
27	27	26	37	37	36
28	28	27	38	38	37
29	29	28	39	39	38
30	30	29	40	40	39
31	31	30	41	41	40
32	32	31	42	42	41
33	33	32	43	43	42
34	34	33	44	44	43
35	35	34	45	45	44
36	36	35	46	46	45
37	37	36	47	47	46
38	38	37	48	48	47
39	39	38	49	49	48
40	40	39	50	50	49

Company	1985 High	1985 Low	Company	1985 High	1985 Low
1	1	0	11	11	10
2	2	1	12	12	11
3	3	2	13	13	12
4	4	3	14	14	13
5	5	4	15	15	14
6	6	5	16	16	15
7	7	6	17	17	16
8	8	7	18	18	17
9	9	8	19	19	18
10	10	9	20	20	19
11	11	10	21	21	20
12	12	11	22	22	21
13	13	12	23	23	22
14	14	13	24	24	23
15	15	14	25	25	24
16	16	15	26	26	25
17	17	16	27	27	26
18	18	17	28	28	27
19	19	18	29	29	28
20	20	19	30	30	29
21	21	20	31	31	30
22	22	21	32	32	31
23	23	22	33	33	32
24	24	23	34	34	33
25	25	24	35	35	34
26	26	25	36	36	35
27	27	26	37	37	36
28	28	27	38	38	37
29	29	28	39	39	38
30	30	29	40	40	39
31	31	30	41	41	40
32	32	31	42	42	41
33	33	32	43	43	42
34	34	33	44	44	43
35	35	34	45	45	44
36	36	35	46	46	45
37	37	36	47	47	46
38	38	37	48	48	47
39	39	38	49	49	48
40	40	39	50	50	49

Company	1985 High	1985 Low	Company	1985 High	1985 Low
1	1	0	11	11	10
2	2	1	12	12	11
3	3	2	13	13	12
4	4	3	14	14	13
5	5	4	15	15	14
6	6	5	16	16	15
7	7	6	17	17	16
8	8	7	18	18	17
9	9	8	19	19	18
10	10	9	20	20	19
11	11	10	21	21	20
12	12	11	22	22	21
13	13	12	23	23	22
14	14	13	24	24	23
15	15	14	25	25	24
16	16	15	26	26	25
17	17	16	27	27	26
18	18	17	28	28	27
19	19	18	29	29	28
20	20	19	30	30	29
21	21	20	31	31	30
22	22	21	32	32	31
23	23	22	33	33	32
24	24	23	34	34	33
25	25	24	35	35	34
26	26	25	36	36	35
27	27	26	37	37	36
28	28	27	38	38	37
29	29	28	39	39	38
30	30	29	40	40	39
31	31	30	41	41	40
32	32	31	42	42	41
33	33	32	43	43	42
34	34	33	44	44	43
35	35	34	45	45	44
36	36	35	46	46	45
37	37	36	47	47	46
38	38	37	48	48	47
39	39	38	49	49	48
40	40	39	50	50	49

95%	Trees	11%	1989	102%	11.218	10.564
95%	Trees C	5%	1988	95%	3.795	10.547
75%	Trees	3%	1989	83%	3.547	8.370
53%	Trees	10%	1989	59%	10.540	10.959
50%	Each	10%	1989	59%	10.181	10.553
50%	Each	11%	1989	101%	1.981	10.581
75%	Trees	3%	1988-89	83%	10.577	9.161
101%	Trees	13%	1989	102%	11.578	10.438
95%	Each	13%	1989	101%	10.843	10.438







## WALL STREET

## A hesitant start

New York (Agencies) — Prices opened mixed yesterday in moderate trading on the New York Stock Exchange with most shares advancing but declining.

The Dow Jones Industrial average, which rose 1.12 points on Tuesday, was down 0.34 points to 1,325.15 shortly after the market opened.

But broader indicators pointed higher, and gains led to a 370-252 among the 1,032 issues crossing the NYSE tape.

Analysts said several factors weighed on the market.

Mr Eugene Perone Jr of Bateman Eichler, Hill Richards in Los Angeles said: "The market is looking at a large impending government refinancing and a tidal wave of earnings 'disappointments'."

"In addition, a humpy-dumpy complex is burdening investor psychology," Mr Perone said.

Recently, expectations of lower earnings in the Hospital Management Group and in the high-technology group Burroughs, have sent prices of those issues sharply lower with no signs of near-term recovery, Mr Perone said.

For that reason, investors were avoiding any share that could be the subject of a negative earnings announcement.

## COMMODITIES

A virtual dearth of fundamental and currency factors proved the stock market manager relaxed his squeeze. But copper, tin and

aluminum were all down in sterling, while nickel was further underbitten by the announcement of low producer prices for the final quarter.

London (Agencies) — The London Metal Exchange (LME) closed yesterday with most metals down in sterling. Copper fell 0.5 pence to 125.50, tin 1.50 pence to 1,325.00, and aluminum 0.50 pence to 1,325.00.

The LME also reported a fall in the price of nickel to 1,325.00, and a rise in the price of zinc to 1,325.00.

The LME also reported a fall in the price of lead to 1,325.00, and a rise in the price of silver to 1,325.00.

The LME also reported a fall in the price of platinum to 1,325.00, and a rise in the price of palladium to 1,325.00.

The LME also reported a fall in the price of rhodium to 1,325.00, and a rise in the price of iridium to 1,325.00.

The LME also reported a fall in the price of ruthenium to 1,325.00, and a rise in the price of osmium to 1,325.00.

The LME also reported a fall in the price of tantalum to 1,325.00, and a rise in the price of niobium to 1,325.00.

The LME also reported a fall in the price of molybdenum to 1,325.00, and a rise in the price of vanadium to 1,325.00.

The LME also reported a fall in the price of chromium to 1,325.00, and a rise in the price of manganese to 1,325.00.

The LME also reported a fall in the price of cobalt to 1,325.00, and a rise in the price of selenium to 1,325.00.

The LME also reported a fall in the price of tellurium to 1,325.00, and a rise in the price of bismuth to 1,325.00.

The LME also reported a fall in the price of antimony to 1,325.00, and a rise in the price of arsenic to 1,325.00.

The LME also reported a fall in the price of mercury to 1,325.00, and a rise in the price of cadmium to 1,325.00.

The LME also reported a fall in the price of thallium to 1,325.00, and a rise in the price of lead to 1,325.00.

The LME also reported a fall in the price of zinc to 1,325.00, and a rise in the price of copper to 1,325.00.

The LME also reported a fall in the price of tin to 1,325.00, and a rise in the price of aluminum to 1,325.00.

The LME also reported a fall in the price of nickel to 1,325.00, and a rise in the price of silver to 1,325.00.

The LME also reported a fall in the price of platinum to 1,325.00, and a rise in the price of palladium to 1,325.00.

The LME also reported a fall in the price of rhodium to 1,325.00, and a rise in the price of iridium to 1,325.00.

The LME also reported a fall in the price of ruthenium to 1,325.00, and a rise in the price of osmium to 1,325.00.

The LME also reported a fall in the price of tantalum to 1,325.00, and a rise in the price of niobium to 1,325.00.

The LME also reported a fall in the price of molybdenum to 1,325.00, and a rise in the price of vanadium to 1,325.00.

The LME also reported a fall in the price of chromium to 1,325.00, and a rise in the price of manganese to 1,325.00.

The LME also reported a fall in the price of cobalt to 1,325.00, and a rise in the price of selenium to 1,325.00.

The LME also reported a fall in the price of tellurium to 1,325.00, and a rise in the price of bismuth to 1,325.00.

The LME also reported a fall in the price of antimony to 1,325.00, and a rise in the price of arsenic to 1,325.00.

## FOREIGN EXCHANGES

The markets spent another narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

The dollar started the day central bank intervention, or reported, attempting to push the dollar back against other important currencies.

The pound ended barely changed at 1.4150 to the dollar, against 1.4155 at the previous close.

In terms of the mark the pound showed little difference. The pound was traded in a narrow band against the dollar, moving between 1.4105 and 1.4180.

## STERLING SPOT AND FORWARD RATES

Market rates close October 9

New York \$1.4105-1.4190  
London \$1.4105-1.4190  
Frankfurt \$1.4105-1.4190  
Paris \$1.4105-1.4190  
Rome \$1.4105-1.4190  
Tokyo \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
Sydney \$1.4105-1.4190  
Auckland \$1.4105-1.4190  
Wellington \$1.4105-1.4190  
Christchurch \$1.4105-1.4190  
Dunedin \$1.4105-1.4190  
Invercargill \$1.4105-1.4190  
Nelson \$1.4105-1.4190  
Picton \$1.4105-1.4190  
Timaru \$1.4105-1.4190  
Dunedin \$1.4105-1.4190  
Invercargill \$1.4105-1.4190  
Nelson \$1.4105-1.4190  
Picton \$1.4105-1.4190  
Timaru \$1.4105-1.4190

Other sterling rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Dollar spot rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.4105-1.4190  
Spain \$1.4105-1.4190  
Sweden \$1.4105-1.4190  
Switzerland \$1.4105-1.4190  
Taiwan \$1.4105-1.4190  
Thailand \$1.4105-1.4190  
Turkey \$1.4105-1.4190  
United Kingdom \$1.4105-1.4190  
United States \$1.4105-1.4190  
USSR \$1.4105-1.4190  
Vietnam \$1.4105-1.4190  
Yugoslavia \$1.4105-1.4190

Other dollar rates

Argentina \$1.4105-1.4190  
Australia \$1.4105-1.4190  
Belgium \$1.4105-1.4190  
Canada \$1.4105-1.4190  
Denmark \$1.4105-1.4190  
France \$1.4105-1.4190  
Germany \$1.4105-1.4190  
Greece \$1.4105-1.4190  
Hong Kong \$1.4105-1.4190  
India \$1.4105-1.4190  
Indonesia \$1.4105-1.4190  
Italy \$1.4105-1.4190  
Japan \$1.4105-1.4190  
Korea \$1.4105-1.4190  
Malaysia \$1.4105-1.4190  
Mexico \$1.4105-1.4190  
Netherlands \$1.4105-1.4190  
New Zealand \$1.4105-1.4190  
Norway \$1.4105-1.4190  
Pakistan \$1.4105-1.4190  
Philippines \$1.4105-1.4190  
Poland \$1.4105-1.4190  
Portugal \$1.4105-1.4190  
Singapore \$1.4105-1.4190  
South Africa \$1.4105-1.4190  
South Korea \$1.410







1981 1982 1983 1984 1985

# Tetley tea bags

Exports to Canada have tripled in value in the five years to February 1985.

1980 1981 1982 1983 1984

# Gaymer's Olde English

Sales of our keg cider have nearly quadrupled in the four years to December 1984.

MAR.-AUG. SEPT.-FEB. MAR.-AUG.

# Castlemaine XXXX

Launched 16 months ago, it is the fastest growing major brand of lager in Britain.

1981 1982 1983 1984 1985

# Allied-Lyons

In the five years up to February 1985, our pre-tax profit rose from £112m to £215m.



COMMERCIAL PROPERTY

# San Francisco's squeeze puts new light on London plans

From Judith Huntley  
San Francisco

Critics of the draft City of London plan should be grateful that they are not having to wrestle with the kind of swinging measures now in operation in the heart of San Francisco financial district. The town centre planning measures are the most stringent ever enacted in the US in what is a stronghold of the Democratic Party. Plot ratios are being cut, only 2.85 million sq ft of space will be allowed in the next three years and all developers are required to contribute money towards the provision of housing and child care facilities.

On top of all that there is the threat that a local action group will manage to vote through a total ban on all hotels and office buildings over 50,000 sq ft, which in US terms means virtually all developments in the city centre.

The result of the new town centre plan and the possibility of a total ban on construction in the commercial sector means that a building boom is underway despite the fact that the overall vacancy rate for office space in San Francisco is 14 per cent in a city which traditionally has had a very low vacancy rate in the past. San Francisco has the largest single concentration of office space in its central area west of the Mississippi.

Union Gooch and Wagstaff, the British firm of estate agents, estimates that new buildings in San Francisco are seeing a vacancy rate of 50 per cent. For example, the Citicorp centre is still 40 per cent unlet. The firm puts the supply of space in the pipeline at 2.263 million sq ft this year rising to 3.17 million sq ft by 1988.

The take-up of space in San Francisco has been around the 1.3 million sq ft a year level but peak rents of \$40 to \$50 a sq ft in 1982 encouraged a develop-



San Francisco's central area: stringent planning measures

ment boom which has now left the city with its oversupply problem.

As it stands now, rents have fallen, hefty incentives are being given to tenants and there is a trend to take back-office operations out of the expensive headquarters buildings to suburban locations. An example of this is the recent sale and lease-back of the BankAmerica building in San Francisco where staff will be moving out over the next 10 years. BankAmerica has already developed 1 million sq ft of offices in Concord, the decentralized office area outside San Francisco.

Pacific Bell is completing a 1.7 million sq ft scheme in San Ramon. It will be joined by Standard Oil of California with an initial phase of 1.2 million sq ft and another of the same size is on the cards.

Southern and Pacific has decided to close its operations in San Francisco adding to the large amount of space available in the city centre.

On the other hand falling rents in central San Francisco mean that differentials between such space and that in the

suburbs is diminishing, with the Pacific and Electric Company recently announcing that was to stay put. Rents are now around \$25 to \$30 a sq ft in San Francisco with rent-free periods. Leases with no incremental rises and the offer of free parking are par for the course.

But looking around central San Francisco it would be hard to see any slackening in the rate of construction, which brings us back to the new town centre plan. Developers are rushing to begin work on new projects which already have planning consent, and are buying up what are known as transferable development rights.

San Francisco's planning department is allowing developers to transfer unused space from sites where architecturally significant buildings have to be preserved to other sites and there is a market for such transfers. Plot ratios are being reduced in the office district from 14:1 to 9:1 with the retail areas being cut from 10:1 to 6:1.

In addition developers either have to pay \$5.34 per sq ft of

office space to the city housing fund or build it into their scheme and they have to contribute \$1.00 per sq ft of office space for child care facilities for low-income parents.

Norland Properties, a young and growing developer in San Francisco, is having to pay around \$3.5 million (£2.47 million) under the city's plan towards the cost of housing that is no longer going into its California Centre project now being built in the city centre. In addition the company pays \$3.2 million for transferring development rights. But for a scheme which is costing \$230 million these are relatively small sums. These sums, however, have to come out of the profits. The project is being financed by a consortium of banks led by Citibank with Norland itself having \$65 million of equity in the development.

The California Centre will have 590,000 sq ft of offices, 10,000 sq ft of retailing and 120,000 sq ft of hotel space.

San Francisco developers are waiting to see how the town centre plan will operate and if the threatened moratorium on building will take place. If it does go through it could mean that the city will see rents rising as happened in London under the Labour Government's "brown ban" in the 1960s.

THE ACTION BANK • THE ACTION BANK • THE ACTION BANK • THE ACTION BANK • THE ACTION BANK

## If you are sitting 3 A levels in 1986 you can apply for valuable support now.

The NatWest Banking and Finance Degree Scheme offers you a real opportunity to get your career in banking and finance off to a flying start.

### What you'll gain from the scheme

If you're accepted, you'll first need to successfully complete a year's fully paid work experience with the bank.

Then you'll take up a deferred place at university. You can study for either a BSc (Hons) in Banking and Finance at Loughborough University, or for a BA (Hons) in Banking Insurance and Finance at University College of North Wales, Bangor.

You'll also enjoy a Book Grant of £400 p.a. paid to you by the bank whilst studying. This is in addition to your normal grant.

Each year you'll return to the Bank for 6 consecutive weeks, fully paid, to continue your training.

Upon graduation you will qualify for inclusion in the Bank's Special Graduate Entry Scheme. This can take you to a full management position within 5 years.

### How to apply

You should write at once to the address below. Closing date for applications is October 31st, 1985. You'll receive our brochure which explains all the details, and an application form.

Minimum qualifications are 3 good A level grades in 1986. You'll also need to demonstrate initiative and be able to get on with people.

### The NatWest Banking and Finance Degree Scheme Officer,

National Westminster Bank PLC,  
Recruitment Department,  
Personnel Division,  
National House, 14 Moorgate,  
London EC2R 6SS.

THE ACTION BANK • THE ACTION BANK • NatWest • THE ACTION BANK • THE ACTION BANK

# At Gold Fields recovery heralds future growth

## From the Statement by Rudolph Agnew, Chairman

• Profit before interest and tax at £162 million was an improvement of 15 per cent.

• We are fortunate that the principal gold mines in the Group are amongst the lowest cost producers in the world.

• We expect viable projects to result from gold exploration.

• The other major element of our business, construction materials, is efficient, competitive and profitable.

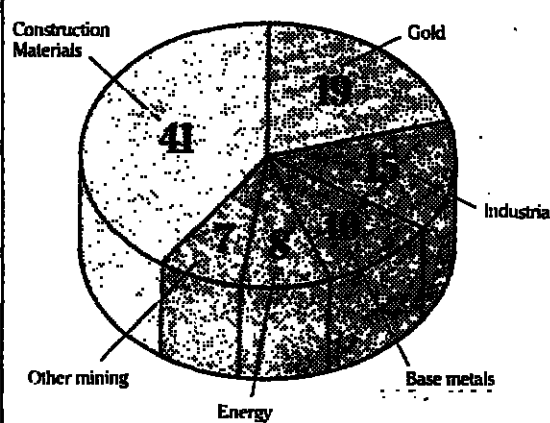
• Pessimists see a future of unrelieved recession for the mining industry: I do not agree. Attractive opportunities with near term profit potential are going to be rare, but are not absent.

• We are dedicated to growth: growth of assets, growth of cash flow and growth of income to shareholders.

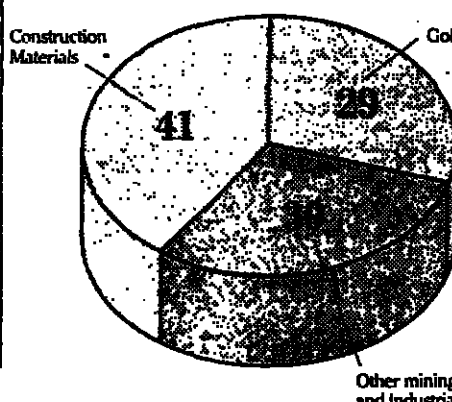
• Our confidence in the prosperity of Consolidated Gold Fields is unshaken and well founded.

## Beneficial Interest in Group Products

expressed as a percentage  
Value of sales £1.7 billion  
(Group companies, their subsidiaries and associates)



Profit Contribution £185 million  
(before central charges and exploration)



## Key Results from the Accounts

1985 1984 %

### £ Million

Beneficial interest in Group sales	1,457	1,337	9
Profit before interest and tax	162	141	15
Profit before tax	115	105	9
Profit attributable to shareholders	77	72	8

### Pence per share

Earnings	40.7	38.2	7
Dividends	24.5	24.5	-

Net assets (listed investments at market) 673 784 (14)

### Per cent

Return on funds employed (historic)	15.1	14.1	7
-------------------------------------	------	------	---

Now You Can Live And Work In The Same Building ...

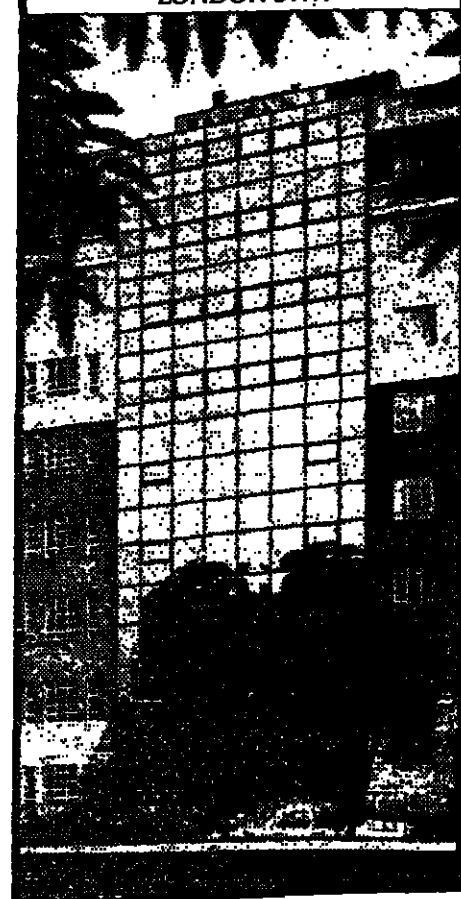
## The MALTINGS

FULHAM, LONDON SW6  
STUDIOS WITH  
LUXURY MAISONETTE  
AND/OR OFFICES  
FOR SALE

JA James Associates 01-736 2858 JOHN D WOOD 01-629 9050



NUMBER SIX  
PRINCES GATE, KNIGHTSBRIDGE,  
LONDON SW7.



One of London's most striking buildings  
An office and residential headquarters property  
of approximately 14,165 sq. ft. (1,316 sq. m.)  
with unrivalled views over  
Hyde Park and Ennismore Gardens.

Number Six represents a rare opportunity  
to acquire a freehold building with  
vacant possession, occupying one of the  
finest locations in Knightsbridge.

de Morgan  
Chartered Surveyors  
61 Fenchurch Street, London EC3A 4BQ  
01-890 3222

Jones Lang  
Wootton  
Chartered Surveyors  
22 Waterloo Square, London W1R 1LE  
01-493 6040

## Developer's 'think big' policy is paying off

The sale of the BankAmerica headquarters building in central San Francisco to a private developer came as no surprise to the market although it was one of the biggest ever single property deals.

Mr Walter H Shorenstein, chairman of Milton Meyer and Co., bought the 1.8sq ft building and two other buildings in a package deal for \$670 million (£473 million). He was one of the first to make an offer, being well known to BankAmerica as the manager of several of the city's largest buildings, including the Transamerica corporation's 530,000 sq ft pyramid offices.

The institutions in the US have been buying other corporate headquarters buildings from the banks, who are engaged in sale and leaseback deals to reduce the debt ratio in their books.

BankAmerica has taken back \$530 million of the loans needed to buy its San Francisco buildings with Wells Fargo lending Mr Shorenstein's private company the remaining sum to finance the acquisition.

BankAmerica is taking its bank operations staff from central San Francisco in a phased move which will leave 350,000 sq ft. of space in the headquarters building to be relet.

The intriguing thing about the sale is that the institutions did not want to buy the development at the price which Mr Shorenstein eventually paid. But he takes the view that it will be a long-term investment of about 10 years.

His philosophy is that prime buildings in the best locations will always perform well in the longrun, and the BankAmerica building is one of America's finest office buildings.

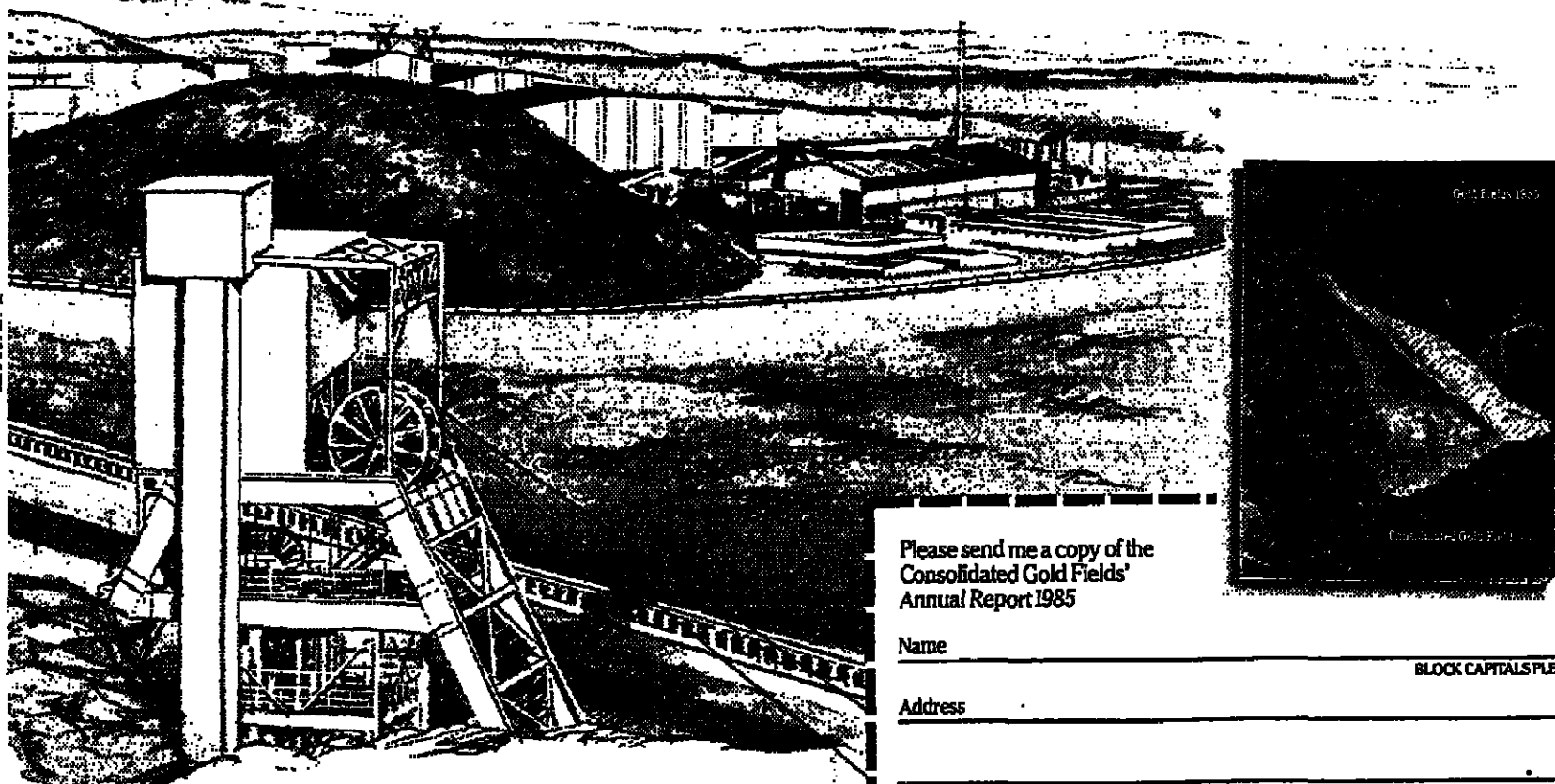
Mr Shorenstein says that Equitable Life is not involved in the BankAmerica sale despite speculation around the San Francisco market, and he would not be drawn about if and when his company will look for a partner in the project.

Milton Meyer retains some of the buildings and is engaged in joint ventures for others in a variety of financial packages which are commonplace in the US but are only just coming into play in Britain.

Mr Shorenstein is one of the biggest developers in the San Francisco area with \$3 billion of property under management and he owns between 25 and 30 per cent of the prime property in the city's financial district. He is unperturbed by having such a high exposure in the office market.

Mr Shorenstein is a powerful man in San Francisco's property market, being a staunch Democrat in a Democratic city. In 1983 he received an award for outstanding service to the Democratic Party and its candidates.

He is confident that the San Francisco office market will improve. His policy of owning and developing only prime space in what he calls "a very demanding city" has certainly paid off to date.



Consolidated Gold Fields PLC  
31 Charles II Street, St. James's Square, London SW1Y 4AG

Please send me a copy of the Consolidated Gold Fields' Annual Report 1985

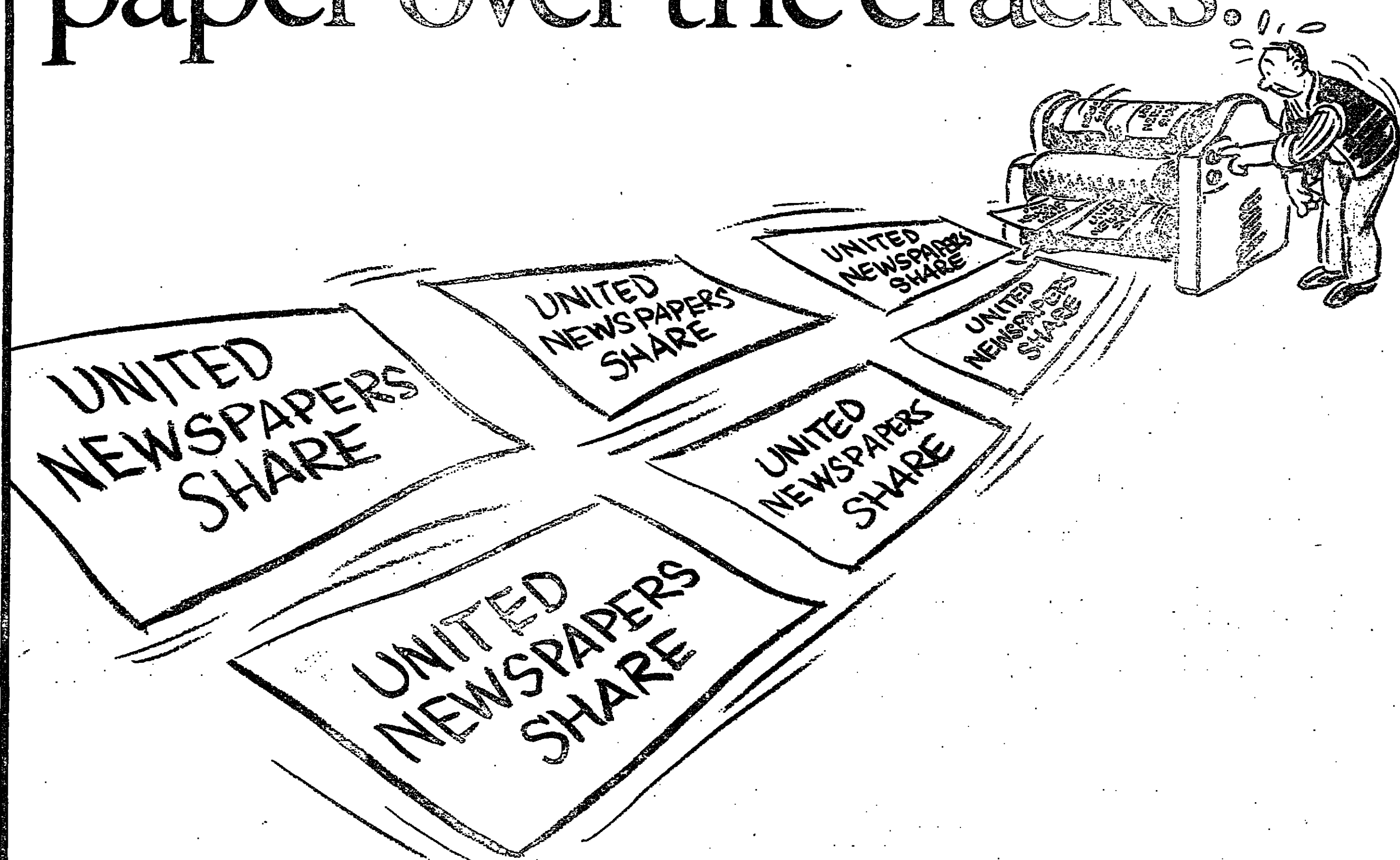
Name \_\_\_\_\_ BLOCK CAPITALS PLEASE

Address \_\_\_\_\_

To: The Registrar, Consolidated Gold Fields PLC, Lloyd's Bank PLC, Registrar's Department, Goring-by-Sea, Worthing, West Sussex BN12 6DA



# How much longer can United Newspapers paper over the cracks?



As share issue piles upon share issue, look at the widening cracks beneath.

Consider the gulf between United's declining net tangible assets and total shareholders' funds.

No less than £77.7 million of United's December 1984 balance sheet was goodwill.

Which left £23.1 million net tangible assets.

In two years, United shareholders have watched their net tangible assets per share dwindle to just 25 per cent of their former level.

Wouldn't organic growth plug the gap?

It would if it could, but United's trading profit on original activities hasn't even regained the level shown in 1979.

Desperately seeking growth, United's only ploy is to try and buy what it can't create.

So it prints more shares.

And as share issue piles upon share issue, look at the widening cracks beneath...



## Fleet puts shareholders first.

This advertisement is published by Fleet Holdings PLC. The directors of Fleet Holdings PLC are the persons responsible for the information contained in the advertisement. To the best of their knowledge and belief (having taken all reasonable care to ensure that such is the case) the information contained in this advertisement is in accordance with the facts. The directors of Fleet Holdings PLC accept responsibility accordingly.























1

[illegible]

1

100

100

THE TIMES



# Today's television and radio programmes

Edited by Peter Dear and Peter Davalle

## BBC 1

**6.00** **Celebrity AM.** **6.50** **Breakfast Time** with Frank and Paddy. **7.00** **Weather** at 6.55, 7.25, 7.55, 8.25 and 8.55; regional news, weather and travel at 8.57, 9.27, 9.57 and 10.27; national and international news at 7.00, 7.30, 8.00, 8.30 and 9.00; sport at 7.20 and 8.00; Plus, Zoe Brown's 8.30 report; Glynis Christian Smith's phone-in medical advice.

**9.30** **Conservative Party Conference.** Coverage of the debates on Trade and Industry, and Health.

**10.30** **approximately Play School.** presented by Ben Thomas with guest Elizabeth Watts.

**10.50** **approximately Conservative Party Conference 85.** Further coverage of the debates including that on Law and Order.

**12.30** **News After Noon** with Frances Coverdale and Moira Stuart. Followed by news headlines with subtitles 12.55 Regional News. The weather prospects come from 581 Gies.

**1.00** **Pebble M&M** at One. Includes an examination to the comics that have influenced and entertained children through the ages: Leslie Kenton has advice on receiving pain without resorting to drugs; and a song for Elaine Page. 1.45 **Hokey Cokey.** A See-Saw programme for the very young, with Carol Chell and Don Spencer (r) 2.00 **Celebrity AM.**

**2.30** **Conservative Party Conference 85.** The afternoon's debates on Employment and Foreign Affairs 3.52 Regional news.

**3.55** **Up Our Street** where we learn of the strange events in the life of the Delmonico Family 4.10 **Supered.** Adventures of a magical bear (r). 4.15 **Beat the Teacher.** Quiz game presented by Paul Jones. 4.30 **Chuggers Plays Pop.** Keith Chuggin with another mixture of pop music, quizzes, fun and games.

**4.55** **Newaround 5.05** Blue Peter features a sheep shearer Simon Groom at a sheep station in Moorabinda, New South Wales (Ceefax). 5.35 **Half Hour Comedy Time.**

**6.00** **News** with Sue Lawley and Nicholas Witchell. Weather.

**6.30** **London Plus.**

**7.00** **Top of the Pops** introduced by Mike Smith and Steve Wright. **7.30** **EastEnders.** Ethel is helping out at the laundrette while Angie, after a trial game, chooses her ladies' darts team and receives an immediate challenge (Ceefax).

**8.00** **Tomorrow's World.** There is a follow-up to last week's item on concrete cancer: a report on the Glatto probe to Halley's Comet; and a demonstration of a new seat that will mean increased safety for lorry fork truck drivers. Among the less serious items is one on a Norwegian church that has been wrapped in a plastic bag in order to clear out the woodworm.

**8.30** **The Lenny Henry Show.** Comedy sketches plus music from Five Star.

**9.00** **News** with Julia Somerville and John Humphrys. Weather.

**9.25** **Just Good Friends.** Penny has not heard a word from Vince for three weeks - and this at a time when she wants to tell him she doesn't want to hear from him again (r) (Ceefax).

**9.55** **The Heart of the Year Show** from Wembley Arena. Coverage of The Next and Next Pussance, introduced by David Vine.

**11.05** **Glitter.** Stories from this edition of the glossy American magazine *Glitter* were held in a mansion left his fortune to a good Samaritan; and on a retiring magnificence handing over his mantle to his son.

**11.55** **Weather.**

**12.00** **Night Thoughts.**

**12.30** **Night Thoughts.**

**12.55** **Regional News.**

**1.00** **News.**

**1.30** **News.**

**1.55** **News.**

**2.00** **News.**

**2.30** **News.**

**3.00** **News.**

**3.30** **News.**

**3.55** **News.**

**4.00** **News.**







## GENERAL APPOINTMENTS

October 10, 1985

**T**he recruitment market in Britain is in dramatic transition, as employers compete for key staff to support their business plans for the next phase of economic growth. The last recession in 1979-81 saw a reduction in employment costs as most organizations streamlined their structures radically in order to survive. Now more than ever before, people are the critical resource in securing business performance and organizational effectiveness. Employers are looking particularly to recruit individuals who will give them a competitive edge in the market place.

Most companies that survived the last recession are now doing different things in new fields which, even in a period of high unemployment, puts a premium on top management talent, professional skills and specific technical expertise. The HAY-MSL index shows that the advertised demand for executives in the energy and retailing sectors is at an all-time high. This is largely a result of the failure to train and develop sufficient numbers of specialists during the slump so that most business ambitions can now be achieved only through attracting and

successfully integrating key skills from elsewhere.

This is partly because specific skills are critical to success in certain businesses, such as data processing in the financial services sector, but more generally the information revolution has led to the disappearance of many traditional jobs and to far-reaching changes in the structure and content of others.

Personnel managers, lawyers and accountants who have traditionally climbed vertical career ladders within their own function are now extending their roles so as to have a greater bearing on corporate strategy.

The need, in all sectors, is increasingly for adaptable, creative individuals with high intellectual capacity to experiment with high-risk, high-return and flexible roles that did not exist 10 or 15 years ago, such as marketing people with computer skills, robotics specialists and engineers' experienced in manufacturing technology.

In the past, track record was a good guide to the likelihood of future success, but this is no longer always so because what it will take to succeed in most of the new jobs of the future will be different from what it took in the past. Organiza-

Now, more than ever before, people are the critical factor in the performance of a business, says Barry Curnow



tions need to identify their requirements and then look for the people with the appropriate personality, skill and motivation profiles to meet those requirements.

The mediocrity produced by the old-boy network of recruitment will not be tolerated in future. Professionalism is the key to successful recruitment: "horses for courses" in a particular company, time and place with a specific job of work to be done.

To compete effectively in the international marketplace, British companies are realizing that, in a largely service economy, the potential value added by specialist,

talent intensifies, the successful recruitment consultancies will be those which concentrate on the basics of the business. The major objective must be effective job-person matching. This involves more than a search for candidates with the necessary qualifications and experience.

Certainly career biographies should be analysed carefully and then the interests and inclinations of the candidate assessed. But most unsuccessful appointments fail not because of an inability to read an individual's traits or even interpret a track record but because of a failure to determine the precise critical success factors that are necessary to succeed in a job in a particular company with its unique climate, pressures and requirements at a given time.

Successful person-job-employer matching is vital but cannot be achieved through superficial job analysis and interviewing techniques. Employers need and expect a comprehensive and professional assessment of both job and candidate. In a recent survey conducted by HAY-MSL, all the personnel directors questioned found it necessary to employ consultants when recruiting into senior positions but

they expressed their concern about the limitations of current services provided by recruitment consultants.

They indicated that the over-riding requirement is for a professional appreciation of the organization's culture and objectives and how the job fits into the overall scheme - four out of five of the personnel directors questioned seek extensive consultation with the consultant before candidate and job specifications are produced. However, 45 per cent were not totally confident that recruitment consultancies necessarily understood their needs and had the ability to find a sufficient number of suitable candidates.

The survey also confirmed the HAY-MSL experience that different sectors have specific skill requirements and that the different needs must be appreciated and understood. A standard approach is not appropriate. Of those questioned, 85 per cent used a particular consultant because of his special knowledge of a particular market and of the candidates available with the skills required in that market. The public sector is one with specific skill requirements where recent developments are

likely to affect the overall recruitment market.

Public sector management has succeeded traditional public administration and all public sector organizations are now conscious of the need not only to control resources but also to use them well. Competition for the small pool of management talent available in the economy as a whole is increasing but the technique of advertising and interviewing only, traditionally used in the public sector, is unlikely alone to provide the best field of internal and external candidates capable of doing the job.

The need is for a professional recruitment service to assess positions in the public sector and determine the managerial skills, professional competence and personality traits necessary to succeed in those positions.

External candidates must then be sourced and assessed alongside people already employed in the public sector. If talent is to be used effectively, the barriers between the public and private sectors, borne largely out of a lack of job and candidate information across the sectors, must be removed.

Barry Curnow is managing director of HAY-MSL management consultants

Advertising ☎ 01-278 9161/5 Enquiries

# SUPER

our advanced digital technology has thrust us further ahead.

# POWER

Now we want more technologists to extend the lead

In the exacting and demanding business of designing, developing and manufacturing sophisticated gas turbine engines Rolls-Royce stands supreme - a world leader in producing 'super-power' for air, land and sea.

Our Engineers, Scientists and Technologists are constantly exploring and exploiting advanced engineering in an endeavour to conquer the ever present challenge posed by perfection.

Only by discussing with a fellow professional from Rolls-Royce can you ever really begin to appreciate the extent of sheer engineering excellence inherent in all aspects of our work from pure research to highly sophisticated automation in manufacturing. Projects include:

- Innovative long term research
- Assessing new technology
- Experimental research and development
- Technical design
- Theoretical modelling

Before you can really call yourself a professional engineer or technologist we believe you need to have The Rolls-Royce 'Experience' in your career portfolio. If you're an engineering or science graduate or you have equivalent qualifications and would like to know more about the career opportunities we are now able to offer in CONTROL SYSTEMS, MECHANICAL, ELECTRONICS, ELECTRICAL OR AERONAUTICAL ENGINEERING, PHYSICS, MATHEMATICS OR COMPUTER SCIENCE, MATERIAL SCIENCES, contact one of the addresses listed.

Currently, the posts available are:

## ADVANCED MATERIALS TECHNOLOGISTS

To work on the development and behavioural understanding/modelling of advanced gas turbine materials.

## AEROTHERMAL TECHNOLOGISTS

Engineers, Mathematicians and Physicists are required to work in the following areas of aerothermal technology.

- Aerodynamics of turbomachines or installations
- Heat transfer and cooling technology
- Computer modelling and computational fluid dynamics
- Noise
- Combustion

## CONTROL SYSTEMS ENGINEERS

Control and Electronics Systems Engineers to work on the design of the control systems, hardware and software aspects of digital electronics.

## DESIGNERS

Creative engineers with a sound knowledge of the basic engineering principles to work closely with technology groups in establishing the design definition of high technology aero components using CAD/CAM and other computing aids.

## DEVELOPMENT ENGINEERS

Engineers, Mathematicians and Physicists to work on the development of advanced technology engines and components.

## PERFORMANCE ENGINEERS

Engineers, Mathematicians and Physicists to work on performance prediction, analysis and monitoring of engine and, where appropriate, aircraft performance data.

## PROGRAMMER MATHEMATICIANS

Applicants with a degree in a numerate discipline to perform the analysis, design and programming of technical computing systems.

## STRESS/VIBRATION ENGINEERS

Engineers, Mathematicians and Physicists to work in the field of stress analysis, theoretical and experimental vibration, engine dynamics, aeroelasticity, finite element modelling, component life and all aspects of mechanical integrity.

## SYSTEMS TECHNOLOGISTS

Engineers, Mathematicians and Physicists to work on the development and application of Air Systems, Transmission Systems and Thermal Systems.

## Career progression

Regular career reviews ensure that those with ability can progress on either technical or line management career routes. We also operate training programmes to keep our technical staff up to date with technology to the benefit of both the Company and the individual.

## Remuneration package

The salary and terms of employment are very good and geared to attract and retain those with ability. Assistance with relocation to the Rolls-Royce area of your choice is available in approved circumstances. All offer a wide range of social, cultural and leisure amenities conducive to a quality lifestyle.

In addition to formal qualifications applicants, male/female, should have a minimum of one to two years industrial experience, or if recently qualified have practical experience of a sandwich course project or equivalent.

## To apply

Write with full cv including details of any technical specialisation and present salary, or telephone for further information or an application form quoting reference TS to the location of your first choice.



ROLLS-ROYCE LIMITED

	ANSTY	BRISTOL	DERBY	EAST KILBRIDE
Advanced Materials Technologists				
Aerothermal Technologists				
Control Systems Engineers				
Designers				
Development Engineers				
Performance Engineers				
Programmer Mathematicians				
Stress/Vibration Engineers				
Systems Technologists				

## A NEW CAREER IN FINANCE

Due to continuous expansion a well established London finance brokers require responsible ambitious and enthusiastic person to work within their team of negotiators. Applicants should enjoy meeting clients, analysing and negotiating transactions. No selling involved. We are offering a challenging career for the right person.

Please write with full CV to Miss S Hills.

A. S. Consultant's (Brokers) Ltd.  
24 Red Lion St. London WC1R 4PS

## A change in direction

If your career is at a dead end and you are considering a change of direction this could be the opportunity you are looking for.

Vacancies exist for self assured people with ability and business acumen to train for a career within the financial services industry. Exciting opportunities for personal success and career development are linked with excellent training and the prospect of a very high income.

Without obligation, find out about our direction. If you live in London, Home Counties, South Coast, East Anglia, Midlands, Edinburgh, East Central or North East Scotland - DIAL 100 TODAY and ask for "FREEPHONE ACHIEVEMENT" - and speak personally to one of our Branch Management Team.

**ALLIED DUNBAR**  
THE FINANCIAL MANAGEMENT GROUP

## TOP LONDON BROKERAGE

(Formula One sponsor)

Unhappy with career/income prospects? The opportunity to build a business with no capital outlay exists within a top London brokerage. High earnings during training. Graduates or commercially minded individuals 23-30 with a good sense of humour. Call Mark McLean on 01-408 2019

## AMBITIOUS AMATEURS

Forget the glazing, forget the insurance, forget the ad sales. If you have 3 spare hours a day. Call 01-370 5522 for a serious part and full time opportunity

## PERSONNEL ASSISTANT (re advertisement)

Required to provide a full personnel service for a staff of 50. Duties include recruiting secretarial staff, preparing training programmes, advising on conditions of employment and liaising with senior managers. We are looking for a mature person with good interpersonal skills. Experience of personnel work and knowledge of employment legislations are essential. Applicants must be able to type, although some secretarial assistance may be provided.

Salary around £9,500 a year.

Please send CV in first instance to:  
NATIONAL FEDERATION OF WOMENS INSTITUTE  
39 Eccleston Street, London SW1W 9NT  
Job ref: PA/HM

## Credit Control Manager

A small but substantial and go ahead City based leasing house who are involved in the leasing of computers, word processors and other office equipment is seeking a manager with proven credit control experience, though not necessarily in leasing, to be responsible for its entire credit control function. The manager will be responsible for a department of three and will report directly to the Managing Director. This company is a subsidiary of a major financial services PLC and is committed to growth. This appointment therefore represents an excellent opportunity for somebody keen to develop their career within the credit control discipline. Age 27-37 years. Salary to £12,500 according to age and previous experience.

01-439 0601

**MacBlain**  
MASH  
& Associates.  
Recruitment Consultants  
130 Regent Street, London W1



# GENERAL APPOINTMENTS Trade 01-278 9161/5

## ASSISTANT ENGINEERING MANAGER (DESIGN) c. £20,000 + Car

We are looking for someone to bring new ideas to our design section. Your role will be to control and motivate a small design team responsible for carrying out feasibility studies, interpreting affiliate requirements and defining specifications for the shop floor. Leadership ability, effective communications skills and a flexible approach are all key requirements. Aged 30+, you will also need at least an HNC in an engineering science, together with sound design experience including familiarity with computer aided design systems (an IBM CADAM system is in operation). Any experience in the high speed packaging and/or tobacco industry would be an additional asset.

## ASSISTANT ENGINEERING MANAGER DESIGNATE (PRODUCTION) c. £15,500 + Car

This is a superb career development opportunity for a high calibre Production Engineer, aged 30+, who is professionally qualified and familiar with the very latest production techniques.

Your prime role will be to develop the shop floor infrastructure to support the continued expansion of Philip Morris Engineering Services, with particular emphasis on the application of computer techniques to production activities.

You will be responsible for motivating and controlling through Section Leaders a small team of highly skilled electricians, electronics technicians, fitters etc.

## COMPUTER AIDED DESIGN ENGINEER From £12,000

A newly created specialist role incorporating the most up-to-date design technology. You will control the CADAM system (which is interfaced with our IBM 390), maintain its equipment and software, and guide staff in its operation. An appreciation of engineering is essential to help you write programmes and to develop the system.

Aged 25-35, you should be educated to at least HNC level. Familiarity with computer aided design systems is essential, and you will ideally have worked within a machine shop environment. Articulate is also required for instructing and liaising with staff of all levels.

## ELECTRONICS PROJECT ENGINEER c. £12,000

You will be responsible for leading our professional team into the era of "electronics"; and, as you will liaise between project engineers and the workshop, you must combine engineering and management skills.

Aged 30+ and HNC/degree qualified, you will need to be in touch with the very latest developments in the electronics field and be familiar with the application of electronics to high speed packaging machinery, in order to make recommendations as to the implementation of new equipment and systems.

## MECHANICAL PROJECT ENGINEERS c. £12,000

These very demanding roles require dedication, self-motivation and, above all, versatility. You will analyse 'what we have' and 'what we need' and then marry the two! You will be responsible for projects from commencement to completion: from assessment of material and labour requirements to final installation. This may involve writing reports, installing equipment, instructing shop floor workers - almost anything! And you could be working anywhere in the world.

You must be at least 25, educated to HNC in mechanical engineering and ideally with experience in the tobacco industry or in a high speed packaging environment.

## DRAUGHTSPEOPLE c. £10,000

We make extensive and increasing use of computer aided design and

# Engineering on a truly international scale

Philip Morris Engineering Services are a prestigious team of engineering troubleshooters. We provide a unique service to the vast Philip Morris organisation - the company behind Marlboro, the world's best selling cigarette - and its affiliates worldwide; engineering on a truly international scale.

In the early 1960's an in-house conversion team was established to redesign and rebuild equipment.

From small beginnings we have gone from strength to strength. From specialising in rebuilding existing machinery, our comprehensive range of services now extends to supplying cigarette manufacturing and packaging machinery parts and know-how to countries as diverse as Brazil, Canada, The Philippines and Pakistan. With the back-up of one of Europe's most advanced tobacco rebuild facilities, we are able to react speedily and effectively to meet rapidly changing market demands.

The secret of our success lies in a workforce of highly professional and versatile men and women. Engineers who can provide a superb standard of service, wherever they are in the world. They possess initiative and self-motivation - equipment as essential as any tool or appliance.

It is they who are the power behind our spectacular growth in recent years, and it is individuals like them that we now seek to continue our expansion.



## PHILIP MORRIS ENGINEERING SERVICES

therefore need more CNC qualified Draughtspeople in the 25-40 age range to join our design team. Some knowledge of CADAM would be ideal but, for those with ambition and proven ability, training can be given.

## CATALOGUE COMPILER c. £8,000

To develop a more efficient organisation, we require an individual to put together operating instructions and to compile lists and illustrations of the many variations of parts we use and supply. This is a vital clerical role calling for someone with experience perhaps in a draughtsman or technical author, and who has a well developed understanding of engineering.

## STANDARDS ENGINEER c. £8,500

Working closely with the Catalogue Compiler, you will produce lists of parts from engineers' specifications in order to set standards for our machine build programme. An appreciation of machine assembly and a 'feel' for engineering are vital requirements. Knowledge of the tobacco industry and its machinery would be particularly useful.

## SENIOR SECTION LEADER (Electronics/Electrical) c. £12,000

This new position requires you to control a team of electronics technicians and electricians guiding them and motivating them and interfacing between them and the mechanical engineering sections. It is a highly rewarding, specialist position, presenting the opportunity to put a new section firmly on its feet and to take Philip Morris's machinery through to the next generation.

## SERVICES MANAGER Up to £11,000

A great deal of initiative, self-motivation and organisational ability are needed in maintaining precise standards. Building and plant maintenance, service calls, customer services, security and more will all come within your jurisdiction. You will be negotiating with suppliers and sub-contractors, as well as liaising with most sections of our personnel. You must therefore have a communicative, tactful manner and be able to command respect. Experience in a similar role, or perhaps a background within the building trade, would be ideal.

## STOCK ROOM MANAGER c. £12,750

You will be responsible for arguably the principal challenge on site: managing the stock room through which EVERY item passes, involving responsibility for the physical storage of plant and controlling four section leaders.

The appointment calls for several years' sound experience of stock management plus an in-depth knowledge of packaging computerised systems and administration. We are looking for someone ideally in his/her mid 30s and a member of IFS. Total dedication and flexibility of approach will be expected of you and you must be capable of making a significant contribution to the company's future success.

## PROGRAMMER/ ANALYST c. £15,500

Deputy to the commercial Systems Manager and a position of real responsibility. It calls for a talented SYS 38 RPGIII professional who will feel comfortable in an aggressive and demanding environment. Team leading skills are essential.

Philip Morris Engineering Services has a great deal to offer those with real ability and ambition, who share our forward-thinking, innovative attitudes to business.

To find out more about any of these exciting career opportunities - most of which will involve overseas travel - please contact in writing: Michael Fuller, General Manager, Philip Morris Engineering Services, 761-763 Old Kent Road, London SE15 1NZ. Tel: 01 639 2090.

## BEEAH GROUP CONSULTANTS PLANNERS ARCHITECTS ENGINEERS

### OPPORTUNITIES In Saudi Arabia

Opportunities are available for progressive career oriented professionals seeking challenging assignments at senior position for **URBAN & REGIONAL PLANNER**: Master's degree or the equivalent in Urban and Regional Planning and experience of 10 years in comprehensive regional planning, regional analysis and management.

**REGIONAL ECONOMIST PLANNER**: Master's degree or equivalent in Regional Urban Economics with B.Sc. in Economic Sciences and experience of 10 years in Regional and/or urban economic planning, regional science, regional accounts economic quantitative analysis.

**TRAFFIC & TRANSPORTATION PLANNER**: Master's degree or equivalent in Transportation and/or Traffic Planning with B.Sc. in Civil Engineering, Transportation and Traffic Engineering and experience of 10 years in planning of urban and regional transportation system, traffic models and traffic management.

If interested, send your application including the following information:

#### FIRST PART: (GENERAL INFORMATION)

(1) Full Name as in the Passport, (2) Date of Birth, (3) Status, (4) Postal Address, (5) Telephone Number, (6) Graduation Date with Merit, (7) Discipline, (8) Recent Photograph.

#### SECOND PART: (EDUCATION) LIST

(1) Name of Degree, (2) Year of Passing, (3) Class with Percentage or Grades in Each Year of Degree, (4) State, City and University from which Degree obtained, (5) Period of Study (From - To -), for each Degree, (6) Your Project Work or Research in the Final Year.

#### THIRD PART: (EXPERIENCE) LIST

(1) Name of each Employer you have been working with after Graduation, (2) Employers Specialty Period of each Employment, (3) Your Position, (4) Salary Start and Final, (5) Your activities or responsibilities, (6) Employer's full Address.

#### FOURTH PART: (PROFESSIONAL EXPERIENCE) LIST

(1) Name and Type of Projects or Assignments you have worked (2) Project Value, (3) Your Involvement Period, (4) Project Duration (From - To -), (5) Your Role in the Project, (6) Stage of the Project like Studies, Preliminary Design or Design Development or the Final Working Drawings, etc.

An excellent progressive salary will be offered to selected candidates according to qualification and nature of experience. The other perks include 30 days annual paid leave along with two way air-tickets, furnished accommodation transportation to work place, and medical compensation.

Send application to:

PERSONNEL MANAGER  
BEEAH GROUP CONSULTANTS  
P.O. BOX - 1362, RIYADH - 11431  
KINGDOM OF SAUDI ARABIA

## ADMIRALTY CLAIMS

### CLAIMS EXECUTIVE REQUIRED

by

### Leading P. & I. Club

This is an excellent opportunity in the City for a young Claims Executive, to work with a team specialising in collision & other Admiralty matters.

Candidates should have Admiralty Law &/or sea-going experience & we would be particularly interested in anyone holding a BSc in nautical studies.

An excellent salary will be paid to the successful candidate.

Please apply with CV to Box No 0383W The Times.



## MANAGEMENT SERVICES EXPERT c £31,000

Applicants with wide experience of management services and the implementation of organisational change are invited to apply for a senior post (Under Secretary) in the Export Credits Guarantee Department. The post is based in London, but will involve frequent visits to Cardiff where half of ECGD's headquarters is based.

#### The Job

ECGD is a Government Department mainly responsible for insuring exporters and their financiers against bad debts. Following a management review, the Department is seeking candidates for a new post of Head of the Management Services Group. The post-holder would assist and be directly responsible to the Head of the Department in the co-ordination and implementation of a programme of organisational change. He/she will assume responsibility for all information Technology requirements and other services. This will include the development and enhancement of existing management information systems and the creation of the new systems for handling business and techniques for assessing risks which lie at the heart of proposed changes in the Department's organisation and operations.

#### Experience

Candidates should have a successful record of implementation of organisational change based on new technology preferably in the insurance or finance related industries.

#### Terms and Conditions

The salary scale for Under Secretary in the Civil Service is £31,000-£32,433, rising to £34,000 on 1 March 1986. A salary above this could be considered if necessary for someone with exceptional qualifications or experience. An appointment of some three years is envisaged either on contract or secondment.

#### Application

Applications, with CV should be sent to J. Gill, The Secretary, ECGD, PO Box 272, Aldermanbury House, London, EC2P 2EL, to arrive no later than Friday 1 November 1985. All applications will be treated in confidence.

THE CIVIL SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER

### PERSONNEL RECRUITMENT Central London 24-28 £10,000 - £12,000

If you like working with people and believe, as we do, that finding them jobs is an important and professional activity then we can offer you a long term career in the UK's leading specialist employment agency group. Total individual responsibility for your own professional applicants in a vigorous entrepreneurial yet socially aware environment. You will most likely be a graduate with an Accountancy background and possess the qualities of enthusiasm, energy and dedication. We can offer full training, high earning potential and planned career prospects. Please contact 01-428 6304

Accountancy Personnel  
1 Glen Hesse, Stag Place,  
London SW1.

### New Technical Translation Bureau Managing Director

Applications are invited from suitably qualified and enthusiastic persons with administrative experience to found and manage a new company specialising in Technical Translations. Working from office in Westminster.

Please write enclosing CV and stating salary required to Box No. 0380 R, The Times.

### ADVERTISING CONTRACTS MANAGER

Expanding trade & technical publishing company seeks computer literate 'Contracts Manager' to be responsible for the computerised processing of ad space orders and for other aspects of sales administration.

Applicant should be educated to degree level (or similar) and should have some experience of computer spread-sheets and databases, preferably gained in a publishing or ad sales environment.

Salary c £7,000 negotiable  
Apply in writing with CV to: Managing Director  
Technical Publishing, 130 Jenny Street, London SW1Y 4UJ

## A direct line to the executive shortlist.

InterExec is the organisation specialising in the confidential promotion of Senior Executives.

InterExec clients do not need to find vacancies or apply for appointments.

InterExec's qualified specialist staff, and access to over 100 unadvertised vacancies per week, enable new appointments at senior levels to be achieved rapidly, effectively and confidentially.

For a mutually exploratory meeting telephone:

London ☎ 01-930 5041/8  
19 Charing Cross Road, WC2.

Birmingham ☎ 021-632 5648  
The Rotunda, New Street.

Bristol ☎ 0272 277315  
30 Baldwin Street.

Edinburgh ☎ 031-226 5680  
47a George Street.

Leeds ☎ 0532 450243  
12 St. Paul's Street.

Manchester ☎ 061-236 8409  
Faulkner House, Faulkner Street.

InterExec

The one who stands out.





# GENERAL APPOINTMENTS Trade 01-278 9161/5

## Managing change: consultants for institutional development

Coopers & Lybrand is the largest and one of the fastest-growing management consultancy firms in the UK. In the last few years we have come to play a major role in the areas of institutional development and organisational analysis - projects involving a variety of disciplines, undertaken for governments, nationalised industries and other public sector agencies both in the UK and overseas. It's a demanding environment, requiring not only specialised skills but the ability to co-ordinate a range of diverse talents in a single, cohesive operation.

Continued expansion means that we need further management consultants, people capable of handling high-level institutional development and organisational analysis and managing specialist inputs from consultants drawn from several disciplines. An appreciation of the interdependence of management functions will be vital, as well as direct experience of the planning and implementation of organisational change at corporate level.

You'll be in your late twenties to mid-thirties, with a good honours degree and a relevant higher qualification, such as an MBA or membership of a professional body. Already the possessor of an outstanding record in public or private sector management, you'll be interested in broadening into consultancy work, either as a permanent career or as a planned career move.

Based primarily in London, the work involves overseas travel, especially to locations in the Third World. People who match up to our requirements can expect a generous remuneration package (including a car and allowances for overseas work) and excellent prospects for career development. If your experience has shaped you for a career in institutional development send a full résumé, including a daytime telephone number and quoting Ref. T04/7, to Roger Cooke at Coopers & Lybrand Associates, Fleetway House, 25 Farringdon Street, London EC4A 4AQ.

**Coopers  
& Lybrand**

For business committed to growth.



## First Interstate Bank

First Interstate Bank of California is rapidly expanding its Global Treasury operations and requires additional strategic personnel for the London Trading Center.

### Senior Currency Trader

The candidate, who will be joining an existing team at a senior level, must have a proven record as a significant market maker in the main currencies. Besides self-motivation the applicant must be capable of a major contribution to the success and expansion of the team.

### Senior Dealer - Foreign Exchange Sales

A professional corporate dealer is required to co-ordinate and develop the marketing of FX services to the bank's existing customer base. Additionally, the individual is expected to structure and lead a sales team capable of building new relationships in conjunction with the Trading Manager.

It is important that applicants are of high calibre willing to assume key roles in a large progressive institution which will give them opportunities for substantial career development, both in the UK and overseas.

Please write enclosing curriculum vitae to:-

Jürgen Lindemann,  
Senior Vice President-Treasury Manager,  
First Interstate Bank of California, 36139 Essex Street, London WC2R 3AS.

## Decision Support

Application Systems Consultants

London (c. £16K + car)

Over 12 years, EPS Consultants has become the market leader in Decision Support Systems. More than 1200 clients including 70 of the Times Top 100 companies use our FCS range of products on a wide range of mainframe mini and micro computers.

Part of THORN EMI Computer Software, Europe's No. 1 software company, EPS continues its remarkable expansion of 40% per year and offers excellent promotion prospects and a wide choice of career direction.

Our applications systems group specialises in the development and support of software packages written using our FCS decision support system.

We are now expanding the group and need professionals to join us for the development, installation and support of new and existing application products.

Ideally you will be a part or newly qualified accountant or an engineer or planner with project experience in commerce or industry. Knowledge of a computer programming language and DP systems is essential. Familiarity with FCS would be an advantage. You will be expected to work on your own initiative and provide a positive and innovative contribution to the team's activities.

For further details on these career opportunities please write, including your C.V. to:

**EPS Consultants** Mary Horgan, Applications Group  
EPS Consultants Ltd.,  
35 Soho Square, London W1.

## Partnership Secretary

London c.£18,000 + car

Our clients, a long established and successful firm of Architects, who have handled many large and prestigious projects, due to retirement of the existing incumbent, now require a Partnership Secretary.

Based in pleasant central London offices, the successful applicant will be responsible for reporting to the Partners on all matters affecting Finance and will be closely involved in all aspects of the administration of the practice.

Applicants should be either qualified accountants or Chartered Secretaries with a strong financial and administrative background who are interested in a secure long term position.

To apply, please write, in complete confidence, enclosing a full CV. and quoting Ref. AJA/102 to:

**Personnel Resources**

75 GRAYS INN ROAD, WC1X 8US 01-242 6321

### GWENT HEALTH AUTHORITY

#### UNIT GENERAL MANAGERS

The Gwent Health Authority has revised its management arrangements, and created four units of management for the Health Services in Gwent. Each of these units will be managed by a Unit General Manager for the planning, implementation and control of managerial performance of the Unit.

The Authority serves a population of 440,000 with a budget of £100 million. It is in the process of implementing considerable change in the development of priority care services; as well as management systems and organisation. The Unit General Managers, in their own ways, and also as members of the Management Board will have a leading and substantial role in the management arrangements and candidates should be able to demonstrate high standards of sustained achievement with proven leadership qualities.

The following posts are open to appropriately experienced persons from any professional background within the public or private sectors and are offered on a 3 year renewable contract.

<b>NORTH GWENT</b>	population 137,000 with 1,400 staff and a budget of £15 million. Salary range: £19,000 to £21,000.
<b>SOUTH GWENT</b>	population 320,000 with 3,300 staff and a budget of £40 million. Salary range: £22,000 to £25,000.
<b>MENTAL HEALTH</b>	population 504,000 with 1,100 staff and a budget of £15 million. Salary range: £18,000 to £20,000.
<b>COMMUNITY</b>	population 440,000 with 1,400 staff and a budget of £15 million. Salary range: £18,000 to £20,000.

Salaries for Medical Staff appointments will be within the provisions of nationally negotiated arrangements.

Interested candidates are encouraged to contact: Mr John Skinner, Authority General Manager, on Pontypool 2401, extension 2613.

Information and application forms from: Personnel Department, Ref GMT1, Gwent Health Authority, Mamhilad, Pontypool, Gwent NP4 0YP. Closing date 31st October 1985.

#### UNIT GENERAL MANAGERS

Following the recent restructuring of the Authority in line with the Griffiths' Report on NHS Management, and the appointment of a District General Manager, three energetic and creative executives are now to be appointed with full personal responsibility for the effective and efficient management of resources under control, namely:-

**General Hospital Unit**  
Budget: £23m; Staff: 2,344; Beds: 1,079. Interim Salary from £21,500

**Mental Illness Services Unit**  
Budget: £12m; Staff: 1,250; Beds: 980. Interim Salary from £19,250

**Community/Mental Handicap Unit**  
Budget: £7.7m; Staff: 689; Beds: 370. Interim Salary from £18,500

Unit General Managers will be directly accountable to the District General Manager for providing the highest quality services to consumers within available resources.

Candidates must be able to demonstrate significant achievement, experience of managing change effectively and of managing services provided by a wide range of professionals in many disciplines whether in the public or the private sector. They will be appointed on a three year renewable contract in the first instance.

Application package available from Mr Stuart Ingham, District General Manager, District Headquarters, Bootham Park, York YO3 7BY.

Telephone (0904) 642171 ext. 3.

Candidates are invited to contact Mr Ingham for an informal discussion.

Closing date: 1 November 1985.



A planned place to work.

**YORK**  
Health Authority



## A Commission in the Royal Artillery.

The Army is currently looking for applicants to compete for Commissions in the Royal Regiment of Artillery.

Better known as 'The Gunners', the Regiment provides both ground fire support and air defence cover for the Army. It is equipped with the most modern guns, missiles, data processing equipment and communication systems.

From the outset all newly Commissioned Gunner officers are given a great deal of responsibility. They are not only responsible for managing the latest hardware but more importantly, commanding the men who operate it.

The Royal Artillery offers a life full of variety. For selected officers there is also the opportunity to serve in the Airborne or Commando Artillery Regiments.

Gunner officers are required to be leaders who are practical, physically fit and mentally alert. They also need a minimum of five GCE passes at 'O' level, including English Language and, ideally, Mathematics.

If you believe you have these qualities and would like more information please write to: Lt Col (Retd) A. M. Macfarlane, Dept D504 RHQ Royal Artillery, Government House, Woolwich New Road, London SE18 6NR. Both graduates and non-graduates, aged between 18 and 26 years old, are welcome.

**Army Officer**

## CHIEF EXECUTIVE

Home Counties based National distributor of flexible and rigid tubular goods, valves and fittings, general engineering and petrochemicals seeks a person to replace existing incumbent who will remain as chairman for a time before retiring. Likely candidates will currently be number one in a similar organisation with £15m turnover.

Write with C.V. to Box No. 0852 W The Times



# GENERAL APPOINTMENTS Trade 01-278 9161/5

## Engineers for mechanical research m/f

Exploration for and production of oil and gas represent a major challenge to the Royal Dutch/Shell Group of Companies. The KSEPL Laboratory, Rijswijk, performs a key role in the research and development effort aimed at new and improved techniques in this field.

For the Mechanical Research Department of our Laboratory we are looking for young and enthusiastic **University Graduates in Mechanical Engineering** for posts in the field of:

### Drilling

To participate in research aimed at improving safety and achieving cost economies in the drilling of wells. For this purpose we are developing new techniques, measurement methods and equipment. We are also working on the improvement of models describing the drilling process.

### Offshore/pipelines

To participate in research aimed at the development and improvement of offshore production systems. Here, the emphasis lies on fundamental aspects of fluid mechanics and structural mechanics, and on the development and evaluation of critical components.

In each case, experimental studies and field trials are carried out in addition to theoretical and numerical analyses. The research is

usually conducted in close co-operation with operating companies of the Royal Dutch/Shell Group and with other companies.

The candidates we need will have

- a good knowledge of applied mechanics/rheology or a good knowledge and experience of designing and constructing non-conventional equipment;
- an interest in innovative thinking and the modelling of physical phenomena;
- a critical mind and a practical approach.

Age preferably not over 30.

After four to five years, successful candidates may be assigned to Shell companies inside and outside Europe in order to broaden their experience.

Applications may also be sent by graduates in other subjects who believe they meet the job requirements, and by those who hope to graduate in the course of 1985 and early 1986. We offer an interesting and many-sided career with excellent development prospects and good terms of employment. The salary depends on qualifications and experience, if any.

Letters of application, quoting No. 606 should be addressed to Personnel Department, Koninklijke/Shell Exploratie en Productie Laboratorium, P.O. Box 60, 2280 AB Rijswijk, The Netherlands. Telephone 070 - 112812.

Applications must be received within two weeks after publication of this advertisement.



**Koninklijke/Shell Exploratie en Productie Laboratorium**  
(Shell Research B.V.) 6, Volmerlaan, Rijswijk (ZH), The Netherlands.

## Chartered Accountant? Lawyer?

— then add a new dimension to your career

"An ability to make considered judgments and recommendations" "Decisive" "Adaptable" "Mature"  
"Able to adopt a high profile at a senior level" "Either a Chartered Accountant or a Lawyer"  
— probably with a degree and certainly with several years' post-qualifying experience"

These are just a few of the requirements we decided were essential when discussing some important new opportunities here at The Stock Exchange.

Every one of them pertinent to the role you could have within a professional group — a demanding job which will stretch your abilities. You would be examining applications for admission to listing and the United Securities Market, with particular reference to the marketing, accounting and disclosure aspects. A position in which it is necessary to maintain a high profile with senior company representatives and their professional advisers. The environment in which you will be working will also broaden your experience and help you to realise your full potential.

We are looking for people who are already aware of the major factors surrounding the 'revolution' in the Securities Industry, and can apply a knowledge of company law, and the requirements for listed companies and for companies in the U.S.M.

This is an excellent opportunity to point your career in a new, challenging and highly rewarding direction. The salaries we are offering will reflect the importance with which we regard these positions, and the many benefits include a company car, a fully-paid season ticket, BUPA and a non-contributory pension scheme.

Please apply with a detailed curriculum vitae to Jen Ross, Senior Personnel Officer, The Stock Exchange, Old Broad Street, London EC2N 1HP.

**The Stock Exchange**

**Bellino**  
LONDON PARIS ROME

### DEPUTY MANAGING DIRECTOR

To further our substantial expansion plans, we wish to appoint a top calibre deputy to our Managing Director. This appointment requires an outstanding executive with the ability to lead and motivate. A first class track record in general management within the fashion industry is essential.

A strong financial and commercial background is of more importance than a highly developed fashion flair.

Crucial to the role will be the ability to consistently balance the people and commercial needs of the business, and a high degree of intellect and numeracy will be required to handle the seniority of the position.

If this challenging but rewarding position appeals to you, please write in the first instance to:

**David J. Hlom**  
Managing Director,  
Bellino Fashions Limited,  
60, Margaret Street,  
London, W.1

All replies will of course be treated in the strictest confidence.

### International Project Co-ordinator

c.£17,000 Based West London

This challenging appointment offering an exceptional opportunity for career development, exists within a prestigious international hotel group (US parent company).

Reporting to the Director of Projects - Europe, the job holder will be responsible for the day to day co-ordination of project management of hotel construction/refurbishment within Europe, from conception through to completion.

Eligible candidates aged 26-35 must be qualified and fluent in one or more European languages, free to travel extensively, with a background of experience in the construction/manufacturing/industrial project industry at middle management level on multiple sites within Europe. An energetic ambitious self-starter is required who can communicate easily at all levels and has the necessary discipline, resilience and sense of humour to achieve results.

Please send a full c.v. to Brian Luxton, quoting ref. 6792 or telephone for a personal history form.

**Myrvyn Hughes**  
Alexander & Co.  
(International) Ltd.  
Management Recruitment Consultants



37 Golden Square,  
London W1R 4AN.  
Tel: 01 434 4091

### CLIENT SALES EXECUTIVE

If you are imaginative and personable with a proven background in a sales environment then we have a fresh new challenge to offer you.

We are a UK subsidiary of a major European organisation supplying high calibre secretarial temporaries to companies throughout London.

Working from our offices in W.1 you will be involved in regular face to face presentations/meetings with existing and potential clients. The emphasis will be on achieving new business growth so you will need to have a similar related background.

This position offers wide flexibility and scope for genuine personal advancement along with a five figure package. To find out more, call me now.

**KINGSWAY**  
Temporary Staff Consultants

Duke Street House, (opposite Selfridges)  
415/417 Oxford Street, London W1R 1FH  
Tel: 01-629 9863

Call Elly Nagler now, in confidence

icma

ICMA, the professional organisation for management accountants, seeks to appoint:

### Professional Development Officer

Member of small team liaising with employers and educationalists, to expand and improve arrangements for training and development of young people pursuing a career in financial management. Candidates are likely to be graduates, with business experience, training and development background, good communicator, able to travel in England and Wales. Age 24+.

### Assistant to the Registrar

To assist in the day-to-day administration of busy department processing student registration and election to membership applications. Candidates should possess a business studies qualification, knowledge of accountancy and computerised systems, staff management experience. Age 24+.

Commencing salary for both posts c.£9,000. Excellent conditions and benefits.

Please apply in writing, with Cv, to the Personnel Officer,

The Institute of Cost and Management Accountants,  
63 Portland Place,  
LONDON W1N 4AB.

### BRITISH APPROVALS BOARD FOR TELECOMMUNICATIONS

#### SENIOR TELECOMMUNICATIONS ENGINEERS

#### AND TECHNICAL ASSISTANTS

#### Attractive Negotiable Salaries

Since the appointment made in 1982 by the Secretary of State for Trade and Industry, B.A.B.T. has been actively involved in the approval of subscriber apparatus, for connection to B.T. Networks. The Board, having recently negotiated a Lease for larger offices in Hershman, is now seeking to recruit several Senior Engineers and Technical Assistants for work in connection with the Board's Approval Schemes for Subscriber Equipment - these appointments require a knowledge of subscriber equipment (PABX, Key Telephone Systems, Telex, Telephones, Modems, etc.) together with a comprehensive knowledge of the PSTN interface.

All candidates for a Senior Engineers appointment must be Chartered or University Graduate engineers with a proven ability to communicate effectively at all levels. Previous experience gained with either B.T. or with a major British telecommunications manufacturer would be a distinct advantage. All candidates for the Technical Assistants appointments must be in possession of either an HND or HNC in an appropriate subject. All of the posts will be based at the Board's Headquarters and will involve some travel in the U.K. and occasionally abroad.

The remuneration package for all posts include an attractive and negotiable salary, dependent upon age, qualifications and experience, together with a full range of benefits and financial assistance, where appropriate, towards the cost of relocation.

Suitably qualified individuals interested in an appointment should write as soon as possible to The Director, Mr. J. Vevers, OBE, C.Eng., at Mark House, 9-11 Queen's Road, Hershman, Walton-on-Thames, Surrey KT12 5NA - Telephone: Walton-on-Thames 244401, giving details of their age, qualifications, experience and present salary, together with an indication of salary required.

### Trainee Accountant

London

c.£7,000

A major British transport group with substantial overseas interests seek an ambitious graduate to join its financial management training scheme. Programmed periods in the group's head office and in operating companies will provide wide ranging accounting experience to complement studies for a professional qualification.

The overall accounting, reporting and planning experience will provide a sound base for career progression in this forward looking group able to offer excellent longer term financial and general management opportunities.

Contact David Tod BSc FCA on  
01-405 3499  
quoting ref D/312/KB

**Lloyd Management**

125 High Holborn, London WC1N 4BA "Selection Consultants" 01-405 3499

**Battelle** GENEVA RESEARCH CENTRES

### CHEMIST for GLASS TECHNOLOGY RESEARCH

BATTELLE-GENEVA is one of the five divisions of BATTELLE MEMORIAL INSTITUTE which is the largest private contract research organisation in the world. BATTELLE-GENEVA seeks innovative, young scientists for its expanding activity in GLASS TECHNOLOGY working on:

- Chemical and physical coatings made of functional metals and oxides.
- Glass-polymer laminates and composites for automobile and architectural glazing.
- Applications of glass in opto-electronic components and devices.

Candidates (PH.D. or equivalent) should be familiar with glass and understand the chemistry of coating techniques. This position requires fluency in English and working knowledge in French or German.

#### BATTELLE offers:

- Attractive location in our research laboratory in Geneva.
- Stimulating international research environment.
- Challenging career possibilities in science or management.
- Personal contact with top managers from industry.
- Worldwide travel to our industrial sponsors.
- Competitive salary and social benefits.

APPLICATIONS should be sent to the  
PERSONNEL MANAGER of BATTELLE-GENEVA  
RESEARCH CENTRES, 7 route de Drize,  
1227 Carouge-Geneva, Switzerland.

### Amerada Hess Oil Corporation of Abu Dhabi

Offer the following position, Qualified candidates are invited to apply.

\*Ref: AHOC/8107/85 - Arzanah Island

\*Position: Chief Platform Operator

\*Basic Function: Overseas and controls Process Operators, continuously monitoring and controlling the operation of gas/oil separators, well tests, test separators, gas, oil and water metering, fire and H2S Detection Systems, on assigned shift on offshore platform.

\*Qualification: (a) Completion of Secondary technical education (12 years). (b) 7 years operating experience in oil production and/or related processing plant. (c) Fluent in English.

\*Salary and Benefits: Salary Range from Dh. 5,240 to Dh. 8,500 per month including all allowances. Work rotation is 31 days on work and 20 days off with round trip economy class air ticket to point of origin.

\*Applications: English handwritten with typed Resume, including name, address, nationality, birth date, telephone number, qualifications, experience and photocopies of passport together with proven certificates and two passport size photographs to be sent to each of the following addresses: (Incomplete applications will not be considered).

(1) Administration Manager  
Amerada Hess Oil Corporation  
of Abu Dhabi  
P.O. Box 2048,  
Abu Dhabi (U.A.E.)

(2) Secretary  
Recruitment Consultative Committee  
Department of Petroleum  
P.O. Box 9,  
Abu Dhabi (U.A.E.)

### UAPT INFOLINK SENIOR BUSINESS ANALYST

c. £14,500

UAPT is one of the country's leading suppliers of business information providing fast access specialist information to industry and commerce.

There is a newly created position for a Senior Business Systems Analyst with 3-4 years relevant analytical experience. Leading a small but rapidly expanding department you will be responsible for project control and supervision. Applicants must possess the necessary communication skills as well as technical knowledge to suggest new business solutions. It is anticipated that the successful applicant has a background in systems analysis and project management.

UAPT INFOLINK can offer excellent career development and promotion prospects to positive self motivated individuals.

For more information and an informal discussion please telephone:

Susan White, Recruitment Executive, UAPT INFOLINK  
UAPT House, 145/149 London Road, Croydon  
Office: 01-686 5644 Evening: 0273 3773323



# GENERAL APPOINTMENTS

Trade 01-278 9161/5

**KANGO WOLF POWER TOOLS LTD.**  
is the UK's leading manufacturer of professional power tools with an international reputation. To increase the already high level of sales for which our products are renowned we require:

## EXPORT REGIONAL SALES MANAGER

(Italy, Greece, Switzerland and parts of Eastern Europe)

With a minimum of three years export marketing experience, the successful candidate will be self-motivated, of strong personality and be prepared to travel regularly for up to four months of the year.

The main responsibilities will be the achievement of agreed marketing objectives, the administration and motivation of Distributors and market research.

Fluent Italian is essential, German would be an added advantage.

To the successful applicant we can offer a competitive salary, Company car and the usual fringe benefits associated with a major company.

Please telephone for application form (01-998 2911) or write giving full details to:

The Personnel Manager  
Kango Wolf Power Tools Ltd  
Hanger Lane  
Ealing W5 1DS

## Recruitment Advertising

Lovell & Rupert Curtis Limited is a fast-expanding, full-service agency with a thriving Recruitment Division.

We are at present looking for someone with enthusiasm and a sound business sense to capitalise on our recent successes.

Ideally, you will be a graduate with experience gained either within a Classified Department or Recruitment Agency.

However, more important are imaginative ideas and the ability to communicate effectively with both existing clients and prospective business. An eye for detail and basic typing are essential.

Salary negotiable according to age and experience.

Please telephone: Les Newton, Recruitment Manager, quoting reference LR45 or send a detailed CV to the address below.

**Lovell & Rupert Curtis Limited**

St Martin's House, 29 Ludgate Hill, London EC4M 7BQ Tel: 01-248 8033

## MANAGEMENT ACCOUNTANT

Salary £15,000 negotiable & car

We are a well established and expanding consultancy & products group of 3 companies specialising in international banking, systems development and in particular artificial intelligence. We have 10 staff at present rising to 100+ over the next two years.

We are seeking a capable person to control our accounts department, undertake company secretarial duties and play a key role in managing the financial and tax planning functions of the group.

His or her responsibilities will include the preparation of financial plans and management information including annual budgets, forecasts, periodic financial results and statistics as well as day to day management and planning of the group's financial resources and position.

This is an excellent career opportunity for a man or woman aged between 25/30 with at least 3 years accounting experience and qualifications to ACA, ACMA or ACCA standard or substantial part thereof with the intention of qualifying. The successful candidate can expect to share in the success of the group by rapid salary advancement and participation in the company bonus scheme.

Please apply with your full CV to:

GENISTA KROOME  
The Helix Technology Companies  
111 Ludgate Hill  
London EC4M 7LQ

## REMUNERATION ASSESSOR

We require an additional assessor to join our Remuneration Assessment team. The team are involved in assessing fair and reasonable charges for non-contentious work undertaken by solicitors who have applied to The Law Society for a Remuneration Certificate, and making written reports and recommendations to the certifying panel.

It is essential that applicants have some legal experience. Ideally they will also have a good knowledge of the Solicitors Remuneration Order 1972.

Starting salary will be somewhere in the range £9,064-£12,454 per annum, depending on experience. Other benefits include 23 days annual leave, staff remuneration, pension and season ticket loan schemes. Please send full CVs to the Personnel Officer, The Law Society, 113 Chancery Lane, London, WC2A 1PL.

(NO AGENCIES)

## BROKER TRAINEES

Expanding City Bond broking firm requires several bright energetic young people to train for positions as brokers. Initial responsibilities will involve inputting of market data to be displayed on screens.

Excellent keyboard skills and some experience with VDUs are requirements.

Successful candidates will be mentally quick, personable, eager to learn and present a good appearance. Salary to £8,500 PA + benefits.

Please reply in confidence to Box No. 0935 W, The Times.

## BARRISTERS CHAMBERS BRISTOL

### MANAGER/CLERK

A person with exceptional commercial ability is required to manage and develop the chambers and careers of an established and expanding group of practising barristers. Renumeration potential very substantial familiarity with legal profession desirable but not essential.

Apply in writing with CV to Mark Evans, St Johns Chambers, Small Street, Bristol, BS1 2HG.

## Redundant - or just looking?

Our career counselling and job search services are individually tailored to meet the needs of senior executives (men and women) in mid-career, and get results - guaranteed. Phone:

London (01) 499 0521 Bristol (0272) 21 1967

Godalming (0483) 575099 Banbury (0299) 69885

**SAS** Search and Assessment Services Ltd  
Head Office: 25 High St, Banbury OX16 9DD

## BOOK KEEPER

Mature, lively, grafter required for interesting position with large antique business in N1. Age 30-45. Hours 8am-4pm. Experience in PAYE and VAT. Salary £8,000pa.

Telephone 359 9894

## PRESTIGIOUS CITY OFFICE

requires a Protocol/Office Assistant aged 21-30 years, salary £5,000-£7,000 depending on the applicant's experience and education. Driving license necessary. Kindly contact Mr Hall, or Mr Islam at 01 623 80654 during office hours.

## Senior Operations Managers

£18,000 to £22,000 plus car

Audits of Great Britain is the leading UK Consumer Market Research Company, specialising in the measurement of market trends and the size and profile of TV audiences. As a major subsidiary of AGB Research plc, the company also acts as the base for the development of measurement systems and software which will be exploited in the Group companies worldwide.

The explosive growth of the business information industry has placed growing demands on the speed and accuracy with which information on consumer behaviours can be collected, processed and disseminated to client management. The company's Operations Division is therefore implementing an ambitious programme of development focusing upon the automation of key processes.

These circumstances have created the need to appoint three Senior Managers to strengthen the management team, reporting to the Operations Director. Applicants should have senior management experience in an information processing or computer user environment, and should combine an understanding of data processing systems with man management skills. Successful candidates can expect a package of benefits commensurate with the importance attached to this appointment.

Those wishing to enquire further should contact:

T. J. Firth, Head of Personnel Services,  
Audits of Great Britain Limited,  
Research Centre, West Gate,  
London W5 1UA. Tel: 01-997 8484.  
All enquiries will be treated in the strictest confidence.

**Audits of Great Britain Ltd.**

an unrivalled opportunity

## Health Management Cambridge c.£30,000

Management is about co-ordinating resources - welding together disparate individual skills to create balance and demonstrably achieve objectives.

At Addenbrooke's Hospital in Cambridge we require a chief executive who can successfully co-ordinate all the elements of this large organisation with an annual budget of £38m and employing over 3,500 people.

Our hospital, is of course world famous and has a reputation for pioneering advanced medical techniques. We are looking for management to match.

The position - General Manager - demands a person of quite exceptional character and abilities. You will need to have the charisma and leadership qualities that will immediately command respect from staff. You must be able to communicate diplomatically, but effectively, at all levels across a wide range of professional disciplines and be able to organise, motivate and manage in this most critical and sensitive area of public service.

The appointment is for a fixed term of four years, extendable on mutual agreement. Salary is negotiable around £30,000 p.a.

To apply, you must have had a successful career in top-line management, preferably, but not essentially, within Health Care or a related sphere.

Discuss this position with Chris Minett, the District Personnel Officer. His telephone number is Cambridge (0223) 242841 Ext. 209.

Or you may apply in writing to him at Cambridge Health Authority, Purbeck House, Purbeck Road, Cambridge, CB2 2FF.

CAMBRIDGE HEALTH AUTHORITY

## HAVE YOU BEEN TOO BUSY WORKING TO FIND THE RIGHT CAREER?

Many of us are so involved in the day to day necessities of living that we give little thought to how we might enhance our careers.

We are just too busy working to make the time to find our true vocation - a paradox which usually results in a feeling of wanting to change but not knowing how to go about it.

Chusid Lander can change all that.

We are a group of specialist career consultants whose sole function is to guide you to achieve your personal and financial ambitions.

We guarantee that we will commit our time and effort until you are satisfied that your career objectives have been realised.

Instead of being cooped up, we'll help you fly

For thirty years we have been striving for the best. Now it's your turn!

Telephone us to arrange a confidential personal assessment without obligation, or write to: The Administrator Ref B/10/3 35/37 Fitzroy Street, London W1P 5AF - enclosing a brief career summary, or simply ask us for more information.

LONDON 01-580 6771  
BIRMINGHAM 021-643 8102  
BRISTOL 0272 22367  
MANCHESTER 061-228 0089  
NOTTINGHAM 0949 37911  
GLASGOW 041-332 1502  
BELFAST 0232 621824

**CHUSID LANDER**

## Direct Mail & Copywriter

required by West End Book & Music Publisher

Music Sales Ltd is the largest publisher of printed music and books about music in Europe. We need a top copywriter to prepare copy for a variety of uses: direct mail, marketing campaigns, press advertising, promotional material for trade customers, blurb for book jackets, financial reports and press releases.

This is a top position reporting directly to the Managing Director, and we will pay a top salary to the successful candidate.

Typing and the ability to work unsupervised are essential. An interest in popular music would be a useful asset. Please write with full CV to Robert Wise, Managing Director at address below.

Music Sales Limited  
78 Newman Street, London W1P 3LA. Telephone: 01-636 7777.

## Career Opportunities in COMPUTER RECRUITMENT

We are Computac Personnel Services, a highly respected and long established Recruitment Consultancy.

In keeping with our continued growth, we are seeking two exceptional individuals to share in our success.

Successful candidates will probably be of Graduate standard, have a true desire to succeed and have a genuine interest in the Computer industry. Personal qualities are more important than experience. They will find high standards of achievement, a demanding but informal environment and a rewarding career.

To find out more, ring in the first instance Martin Barry on 01-253 5042 or send a detailed CV for his attention.

**COMPUVOC**  
RECRUITMENT CONSULTANTS  
121-125 City Rd London EC1  
Telephone 01-253 5042

## PUBLIC RELATIONS ASSISTANT

A London based trade association wishes to recruit a PR assistant who will be responsible for initiating and executing PR activities under the general supervision of the Chief Executive. Some PR experience, perhaps at secretarial level, essential. Starting salary £8,000, to be reviewed after 6 months. Pension fund, and season ticket loan.

Send CV (with daytime telephone number if possible) to:

ADMINISTRATION MANAGER  
BRMA LTD  
90/91 TOTTENHAM COURT ROAD  
LONDON W1P 0BR

## Join the Professionals



Preston Whitfield - Age 34  
Joined Marlowe Sachs in November 1981  
Earnings for year ending April 1985 - £25,300 and £24,000.  
Previous occupation - Law.  
Previous Salary - £20,800.

Marlowe Sachs are intermediaries in the field of Unit Trusts, Pensions, Investments (onshore and offshore), and Insurance. We are expanding our operations and require intelligent, energetic individuals aged 25-40 for our Head Office in the City.

Telephone 01-242 2420  
28 Greville Street, London EC1



**Marlowe Sachs**

## CONTROLLER, WALES

The Board of Governors of the BBC in consultation with the Broadcasting Council for Wales will shortly be considering this important appointment.

Candidates must have a demonstrable commitment to the development and administration of public service broadcasting in Wales and a sensitive awareness of the broad policy factors involved, together with managerial and editorial experience at a high level. They will also need to satisfy the Board of their ability to manage the BBC's substantial output in the Welsh language.

Anyone who wishes to be considered should write to the Director of Personnel, BBC, Broadcasting House, London W1A 1AA, enclosing a c.v., by Tuesday 22nd October 1985.

We are an equal opportunities employer

**BBC**

## REGIONAL MANAGER

Baker Tubular Services, Inc., a major supplier of tubular products and services has a career opportunity for a regional manager in Europe. The successful candidate must possess:

1. Extensive knowledge and experience in materials and premium threads.
2. Capability of aiding customer problems or complaints onsite.
3. The ability to promote Baker Tubular products and services in Europe and to establish and manage an organization adequate to accomplish our objectives.

**SALARY NEGOTIABLE.** Principals only who are desirous of a career challenge involving extensive interface with marketing professionals, suppliers and key customers please send resumes to:

BAKER TUBULAR SERVICES  
A DIVISION OF BAKER INTERNATIONAL  
169 PICCADILLY  
FLOOR 5, DUDLEY HOUSE  
LONDON W.1.

No agencies

## POLLYLODGE LIMITED

Suppliers of well-known portable display systems require:-

As:

### OFFICE ADMINISTRATOR

with sales ability, age up to 35.

Salary according to experience and ability

Please write or telephone to:-

Mrs Hart,  
315 New Kings Road,  
London SW6 4RF

01-731 7952







•

**How to Apply**  
Application for the academic course should be sent through U.C.C.A.  
Further information and application forms for industrial training with pay may be  
obtained from:  
Mr. B. James, Senior Tutor, Electro-Mechanical Engineering,  
Aston University,  
The Triangle,  
Birmingham B4 7ET.  
Telephone: 021-359 3611 Ext. 4963.





# HORIZONS

A guide to career development

## Playing the freelance game

**Godfrey Golzen**  
looks at the various  
problems facing  
the self-employed  
and how to cope  
with them

One sure sign that an area of business activity is on the up and up is when the Inland Revenue produces a guidance note about it. This has just happened to freelancing, the subject of leaflet IR 56: *Tax - Employed or Self-Employed?* The point at issue is under what circumstances a freelance worker can legitimately claim to be self-employed and assessed under Schedule D; and conversely, what relationships are in reality a form of contract employment, where the employer should be deducting PAYE at source.

From a tax point of view, the chief criteria for genuine freelance status are that you work concurrently for a number of businesses; that you are free to determine your own hours, methods and place of work; that you provide your own equipment; and that you are responsible for correcting your own mistakes at no extra cost to the client.

All this helps to produce a definition of freelancing beyond the rather dismissive one in *Chambers Dictionary*: "an unattached job, artist, politician etc." In fact, it is much more widespread than that. The professions, in effect, operate as freelancers and so do many performers in the arts and entertainment.

In recent years an increasing number of workers with special skills that are not recognized within

former category and could not, therefore, be put out to freelancers.

But when publishers were forced to do that during the slump of the early 1980s it turned out that it was more effective to pay outside people for work done than to have editors on the payroll. Even though publishers are prospering, many are keeping their options open by continuing this practice.

Other industries have been taking a hard look at in-house functions which are periodically essential, but for which there is not enough of a continuing demand within an organization to justify keeping on permanent staff. Business services are a case in point - graphic design, public relations, or indeed anything that is not a core function for the firm in question. Often such activities, though uneconomic for a single employer, can be highly profitable for a freelance serving a number of clients - particularly when they are not loaded with big company overheads.

A lot of freelancers start by working for their previous employer on such a basis, and it is certainly good to have an assured source of income to begin with - not only for financial reasons, but because regular contact with an office of some kind can help to overcome the sense of isolation which many self-employed people feel, especially if they have been used to working with others.

At the same time, the temptation to hang on to nurse for fear of finding something worse has to be resisted. If you are too dependent on one source of work, a change of staff or policy there can be disastrous - apart from the tax implications already referred to.

But the problem freelancers have is to continue doing one job while looking for the next one. Unless you can manage to plan things at least one jump ahead you are apt to be over-committed, over-worked or in a perpetual state of feast and famine,

with the spectre of the latter standing over you as soon as an assignment is finished.

Having a regular contract with a firm gives you breathing space to plan work systematically, but for those starting up, the Enterprise Allowance scheme, the even if they do not have been out of work for at least 13 weeks, have £1,000 of your own money to invest in a viable proposition - most forms of freelancing should qualify - and are prepared to work at it full time if accepted (apply through your Job Centre), you get £40 of government money for the first 52 weeks.

The other initial difficulty freelancers have is knowing how much to charge. Ideally, fees should reflect that you have to make your own provisions for all the benefits (like holidays) employees take for granted. In practice they seldom do so and there are still few occupations where recommended rates exist.

It is worth finding out what other freelancers are charging because employers will at least use going rates as a guideline, even if they do not recognize them. If you are left to your own devices, the basis of fees should not be full-time employees' salaries, but what it costs employers to have them on the payroll, which is generally taken to be twice the actual salary.

**Most are finding it easy to get work**

The fact that freelance rates are often lower than they should be is part of the wider problem. Learning to run the "flexible firm" is still in its infancy as a management skill. This is particularly evident in the briefing process. Learning to communicate your wish and intentions to someone with whom you are only in contact intermittently is even more difficult than delegating, which few people are good at.

For this reason it is in the interests of both parties that there should be a written brief, setting out what has to be done, by whom, within what time span and for what payment. If the client does not produce such a document, the freelance should do so.

Although freelancing transfers the uncertainty factor which governs today's economic conditions from the employer to the self-employed member of the flexible firm, few freelancers would want to go back to an orthodox job, and most are finding it easy to get work. In recent years people have got used to changing their jobs several times in the course of their career. It may well be that freelancing is a logical extension of that trend.

## INTERNATIONAL BANKING

### ASSISTANT MANAGER

Salary to £20,000 + substantial benefits

A prestigious European Bank requires a well experienced individual to strengthen its Management team.

Candidates will probably have 20 years' exposure to the industry, ideally split between the Clearing and International Bank sectors.

Strong personal skills are essential in addition to an ability to relate to Clients at all levels, and previous experience should include FX and Accounting to balance sheet level.

### FX DEALER

Salary to £20,000 + Benefits

Internationally respected Bank wishes to expand its present Dealing Room team by appointing a further young Spot trader.

Candidates of good educational background and 2 years' Dealing experience with a proven track record will appreciate the opportunity of joining this progressive organisation with excellent career prospects.

For further information please contact MALCOLM LAWSON on 01-481 3188 or write enclosing full C.V. to -

### CHARTERHOUSE APPOINTMENTS

CHARTERHOUSE APPOINTMENTS LIMITED  
EUROPE HOUSE, WORLD TRADE CENTRE, LONDON EC3A 1BA - 01-481 3188

### GERMAN/CREDIT ANALYST

gesucht für ein dynamisches Team einer internationalen Bank. Perfekte Englisch und Deutsch + Erfahrung in diesem Bereich ist unbedingt erforderlich. £10-15,000AAE. BOYCE BILINGUAL 01-236 5501 (Mon-Fri 9.30-4.30) Emp Agt

### ACCOUNTANTS BOOK-KEEPERS AUDITS/TAX STAFF

For the best temporary assignments call Barbara Kenyon at H.W. Task Force Ltd., 118 New Bond St, W1. 493 9441 open late tonight.

VERY LONG ESTABLISHED AND PRESTIGIOUS ACCOUNTANCY RECRUITMENT COMPANY BASED IN MAYFAIR REQUIRES THE SERVICES OF A SENIOR CONSULTANT WHO HAS PREVIOUS PROVEN EXPERIENCE IN THE FIELD OF ACCOUNTANCY RECRUITMENT. WE OFFER A GOOD BASIC SALARY, HIGH COMMISSION + BENEFITS. PLEASE TELEPHONE TO ARRANGE FOR AN APPOINTMENT. 493 4511

## BADENOCH & CLARK

### CORPORATE FINANCE

£16,500 - £35,000 + Substantial Benefits

We are acting on behalf of a number of clients who include some of the City's most successful Merchant Banks and Financial Institutions. As a result of continuing expansion and development of their corporate services, they seek additional Executives and Managers to join their Corporate Finance departments.

An executive level, we welcome applications from Solicitors or Chartered Accountants, aged up to 32, who are keen to make a career move. Experience of corporate finance related matters from a practice standpoint, while an obvious advantage, is not essential but candidates will be expected to demonstrate an appreciation of the nature of the work involved. For the Managerial positions, experience within a financial institution of mergers/acquisitions and/or new issues work is essential.

Please contact Robert Digby or Judith Forrester.

### HEAD OF CONSULTANCY SERVICES

£25,000 + Car

Our client, a medium sized City based consultancy firm, has identified a requirement to strengthen their management consultancy services in order to sustain their practice growth.

Applicants should be graduate ACAs with extensive experience of systems/management consultancy and be capable of supervising and motivating a high calibre team.

The successful candidate will be required to establish and market a consultancy group providing a full range of services to The client's existing and potential clients. This is envisaged as a top flight position and achievement will be rewarded by rapid advancement towards partnership.

For further details please contact: Calla Parkes or Joa Vayns.

### TAXATION CONTROLLER

c. £15,000

Ambitious young candidates, either with Revenue experience or a professional background, are required by a major British Oil company.

This is a challenging post, responsible for the production and presentation of statutory returns, for correspondence relating to corporation tax, capital gains tax, Customs and Excise enquiries, and also responsible for a wide range of tax matters relating to staff benefits and incentives.

Additional duties will include a large element of tax planning, monitoring internal systems, and supervising junior tax staff. The ideal applicant will be in the age range 25 to 30, with an excellent academic record, substantial experience within the tax field, and the ability and confidence to thrive in an exciting and progressive environment.

Please contact: Thea Bailey or Rachel Caine.

### Financial Recruitment Specialists

16-18 New Bridge St, London EC4V 6AU

Telephone 01-583 0073

## EUROPEAN STOCKMARKETS SALES & RESEARCH

Leading international stockbroker Hoare Govett is seeking an equity sales executive and an experienced analyst to join its newly formed EUROPEAN STOCKMARKET DEPARTMENT.

The Sales executive ideally will be aged 25-35 with at least 2-3 years experience in selling European stocks to UK and overseas institutional clients.

The research executive should be experienced in analysing European companies and importance will be given to the capacity for original analytical work and innovative thinking.

Fluency in European languages, while not essential is likely to be an advantage. Remuneration and prospects will be commensurate with these important positions. Applications, together with a detailed C.V., should be addressed to:-

Mr Henry Evill

Hoare Govett Limited, Heron House, 319-325 High Holborn, London WC1V 7PB.

Telephone: 01-404 0344

## HOARE GOVETT

## PUBLIC APPOINTMENTS

01-278 9161/5



### The Association for Information Management INFORMATION SPECIALIST/S

Applications are invited for the new posts of Information Specialist within ASIB's newly formed Information Resources Centre, from 1 January 1986.

The Information Specialist/s will form part of a team providing a high quality added-value information and advice service to ASIB staff and members, the Library and Information Resources profession and other enquirers.

The successful candidate/s should have specialist knowledge and expertise in at least one of the following subject areas:-

- Management of library and information resources
- Automation of information systems
- Software for use in library and information services
- Online information retrieval
- Modern library and information science techniques

They should have practical experience relevant to their particular subject area, as well as experience in information and advice work.

The Information Specialist/s must be able to work well as a member of a team and be self-motivated, with a minimum supervision. Good written and oral communication skills are essential.

The salary offered will depend on demonstrated ability and experience but will be on a scale from £11,190 - £12,885 p.a.

Written applications with CV and names of two referees should be sent to: Dr D A Lewis, Director, ASIB, The Association for Information Management, 26/27 Bowdoin Street, London WC1N 3JZ

Closing date: Thursday 31 October 1985.

## GENERAL APPOINTMENTS

Trade 01-278 9161/5

### ELECTRICAL ENGINEER

Overseas Operations

Guinness Brewing Worldwide encompasses Brewing operations in over twenty countries outside Europe, including eight Guinness Breweries. We are looking for a well qualified Electrical Engineer to join our HQ team in Guinness BrewTech whose prime role is to assist overseas brewing operations with any major operational problems.

Apart from good engineering qualifications (ideally C.Eng.) candidates should have experience of HT and LT distribution and generation and process control in the food, brewing, or allied industries. Good experience of computer controlled maintenance systems would be particularly useful.

In addition to a salary around £15,000, we offer an excellent benefits package including non-contributory pension, free lunch and 25 days holiday.

Please send full personal details or telephone for an application form to:

Andy Lynn, Guinness Brewing Worldwide, Park Royal Brewery, Park Royal, London NW10 7RR. Telephone No. 01-965 7700 (Ext. 3845).

### GUINNESS

Guinness Brewing Worldwide  
Park Royal Brewery, London NW10 7RR

## PUBLIC APPOINTMENTS

### SURREY MAGISTRATES' COURTS COMMITTEE

LORD CHANCELLOR'S ADVISORY COMMITTEES FOR SURREY

APPOINTMENT OF CLERK TO THE COMMITTEE AND SECRETARY TO THE

LORD CHANCELLOR'S ADVISORY COMMITTEES

The present holder of the above offices retires in March, 1986 and the Committees invite applications for this appointment from candidates of relevant experience and proven ability. The administrative duties of the Clerk to the Committees are of a clerical nature and involve the management of the Committees' offices. The Committees have a population of 1,011,800. There are 400 magistrates in the county serving 10 Petty Sessions Divisions with 11 courthouses and a total staff of about 200. The Clerk to the Magistrates' Courts Committee holds appointment also as Magistrates' Training Officer and Honorary Secretary of the Surrey Magistrates' Society and is responsible for running the Committee's office. The Secretary to the Lord Chancellor's Advisory Committees is responsible to Her Majesty's Lord Chancellor for the work of the Advisory Committees on the appointment of Justices of the Peace and General Commissioners of Income Tax. Further information concerning the duties attaching to the post, conditions of service and salary will be forwarded on request. Applications with details of previous appointments, qualifications, administrative experience, age and names of two referees should be addressed to the Clerk to the Magistrates' Courts Committee marked "Confidential" - Clerk to the Surrey Magistrates' Courts Committee, to arrive not later than 24th October, 1985. Westgate House, 51 High Street, Esher, Surrey. KT10 9RQ

## Unit General Managers

The Wycombe District set in the Chiltern Hills is looking for three senior managers who will each have personal responsibility for a Unit's efficient and effective performance and who will join the Senior Management Group. They need a proven record of success in the public or private sector managing a large multi-disciplinary workforce.

Unit	Staff	Budget £m	Salary range
Wycombe (General Hospital and Midwifery Services)	1160	12.6	£19,000-£25,000
Amersham (General Hospital)	390	4.4	£15,900-£21,900
Community and District Services	490	5.4	£17,250-£23,250

The strategy approved for the next ten years provides for the District having the highest rate of growth of hospital-based and community services within the Oxford Region.

The appointments will be for a fixed term, renewable by agreement. Salary for clinicians will be in accordance with HC(85)9.

Roy Darby, District General Manager, will be pleased to discuss the posts informally on High Wycombe (0494) 26161 ext 213. Further information and details of how to apply available from District Personnel Department (ext 201) at Oakgrove, Straberry Road, High Wycombe, Bucks. HP13 6PS.

Closing date for applications: 25th October, 1985.

## WYCOMBE HEALTH AUTHORITY

## CONSOLIDATIONS ACCOUNTANT

£15,000

HAMMERSMITH

International entertainments company (T/O £250m) with interests in cinema and television are currently seeking a Newly Qualified Chartered Accountant to join their Head Office accounting team.

Reporting directly to the Chief Accountant, primary duties include the preparation of quarterly consolidations for a developing group structure and the production of group financial accounts also on a quarterly basis.

Additional responsibilities will include the preparation of statutory accounts to U.S. and European standards, maintenance of a fixed assets register and working with computerised systems (BIM Mainframe) producing various management reports. Training on in-house systems will be given.

Applicants should be in their mid to late twenties and have a strong technical background gained with a medium sized professional firm. Apply:

**ANTONY DUNLOP**  
ACCOUNTANCY RECRUITMENT CONSULTANTS  
18 JERMYN STREET LONDON SW1Y 6HS  
TEL: 01-439 6171 P. PICCADILLY

## GENERAL APPOINTMENTS

Trade 01-278 9161/5

## Production Manager

to control all aspects of production of kits and coordinated garments in our Lewes headquarters.

We are offering a challenging opportunity in this exciting, rapidly expanding fashion company. The applicant we are looking for will be intelligent, energetic, able to motivate people and will already have some experience in management.

If you feel you can meet the challenge, please write telling us about yourself, your expected salary and enclose a C.V., to Helen Bomford, 24 High Street, Lewes, Sussex, BN7 2LB.

هكزامن الأصيل